

Board of Trustees Douglas County School District

OBJECTIVES

EQUAL EDUCATIONAL OPPORTUNITY

Douglas County School District (the School District) does not discriminate on the basis of race, creed/religion, color, national or ethnic origin, sex (including pregnancy), gender identity or expression, genetic information, sexual orientation, disability, marital status, age, veteran or military status, or political affiliation in admission to access to, treatment in, or employment in its programs and activities. The District also provides equal access to the Boy Scouts of America and other designated youth groups.

This commitment is made pursuant to federal and state law, including, but not limited to, Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and its implementing regulations at 34 C.F.R Part 106, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act of 1990, the Individuals with Disabilities Education Improvement Act (IDEA), and the Boys Scouts of America Equal Access Act, and applicable provisions of the Nevada Revised Statutes.

This policy applies to all students, employees, applicants for employment, volunteers, contractors, visitors, and persons participating in or seeking to participate in District programs, services, activities, events, whether on or off District property.

In keeping with of federal and state requirements, the District strives to eliminate discrimination in all aspects of its operations, including, but not limited to, employment; assignment and promotion of personnel; educational opportunities and services offered students; student assignment to schools and classes; student discipline; location and use of facilities; in educational offerings and instructional materials; and accessibility at public meetings. The Board of Trustees is committed to providing a safe and respectful learning environment in which persons of differing beliefs, races, colors, national origins, ancestries, religions, gender identities or expressions, sexual orientations, physical or mental disabilities, sexes, and other distinguishing characteristics can realize their full academic and personal potential, consistent with NRS 388.132 and related statutes.

Definitions

"Discrimination" means any unlawful distinction, preference, or adverse treatment of an individual or group based on a protected characteristic, as defined in this policy, that denies or limits equal access to educational or employment opportunities, benefits, or services.

- "Harassment" means unwelcome conduct based on a protected characteristic that is sufficiently severe, pervasive, or persistent so as to interfere with or limit a person's ability to participate in or benefit from the District's programs,

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services, activities, or employment, or that creates an intimidating, hostile, or offensive environment.

- "Retaliation" means any adverse action taken against a person because the person made a good-faith report or complaint of discrimination or harassment, participated in a related investigation or proceeding, or opposed conduct reasonably believed to constitute discrimination or harassment.

Notice of Nondiscrimination on the Basis of Sex (Title IX)

Douglas County School District does not discriminate on the basis of sex in the education program or activity that it operates, and the school district is required by Title IX and 34 CFR Part 106 not to discriminate in this manner. The requirement not to discriminate in the school district's education program or activity extends to employment. The District's Title IX obligations apply to all of its education programs and activities, whether such programs or activities occur on or off District property.

Inquiries about the application of Title IX and the Title IX its implementing regulations to Douglas County School District, or requests to make a report or file a formal complaint of sexual harassment under Title IX, may be directed to the District's Title IX Coordinator, submitted through the reporting methods identified in the District's Title IX procedures, or directed to the Assistant Secretary at the U.S. Department of Education, or both.

The school district has designated the following employee to coordinate its efforts to comply with Title IX. The school district's Title IX Coordinator is:

Executive Director of Human Resources
1638 Mono Avenue
Minden, Nevada 89423
(775) 782-7177

The Assistant Secretary may be contacted at:

Assistant Secretary for Civil Rights
U.S. Department of Education
400 Maryland Ave., S.W.
Washington, D.C. 20202

Notice of Nondiscrimination on the Basis of Disability

Douglas County School District shall ensure that no qualified person with a disability, as defined in Section 504 of the Rehabilitation Act and the American with Disabilities act,

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shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program of the school district. Douglas County School District, in providing any aid, benefit, or service, shall not, directly or through contractual, licensing, or other arrangements, on the basis of disability:

- a. deny a qualified person with a disability the opportunity to participate in or benefit from the aid, benefit, or service;
- b. afford a qualified person with a disability an opportunity to participate in or benefit from the aid, benefit, or service that is not equal to that afforded others;
- c. provide a qualified person with a disability with an aid, benefit, or service that is not as effective as that provided to others;
- d. provide different or separate aid, benefits, or services to persons with disabilities or to any class of disabled persons unless such action is necessary to provide qualified persons with disabilities with aid, benefits, or services that are as effective as those provided to others;
- e. deny a qualified person with a disability the opportunity to participate as a member of planning or advisory boards; or
- f. otherwise limit a qualified person with a disability in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by others receiving an aid, benefit, or service.

The District will provide reasonable accommodations and modifications, and will implement appropriate individualized education programs (IEPs) and Section 504 plans, as required by law.

Prohibition on Retaliation

The District is committed to an educational and work environment that is free from all forms of retaliation. Retaliation against any student, employee, applicant, volunteer, or other person for making a good-faith report of discrimination or harassment, for filing a complaint, or for participating in an investigation, proceeding, or hearing is strictly prohibited. The school district will take prompt and equitable action to eliminate such retaliation.

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Prohibited retaliation includes, but is not limited to, intimidation, threats, coercion, adverse employment or educational actions, or any conduct that would deter a reasonable person from making or supporting a report or complaint. The District will take prompt and equitable action to eliminate retaliation, remedy its effects, and prevent its recurrence.

Grievance Procedures

The District has established grievance procedures and processes to promptly and equitably address allegations of discrimination, including harassment and retaliation, consistent with federal and state law.

Employee Complaints:

1. For employee complaints alleging bullying, harassment, sexual harassment (except sexual harassment prohibited by Title IX), intimidation, discrimination and/or retaliation, see the procedures in Administrative Regulation 543.
2. For employee complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy 117.

Student Complaints:

1. For student complaints alleging bullying and/or cyber-bullying (except sexual harassment prohibited by Title IX), see the procedures in Board Policy 543 and its implementing regulation.
2. For student complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy 117 and its implementing regulation.
3. For student complaints alleging discrimination, including harassment, based on disability, see the procedures in Board Policy 109 and the associated Administrative Regulation.

Other Complaints:

1. For all other complaints alleging discrimination, including harassment, see the grievance procedures in the Administrative Regulation accompanying this Board Policy 103.

If an employee or volunteer has reasonable cause to believe that sexual harassment in violation of Title IX also constitutes abuse or neglect under NRS 432B and/or NRS 392.275 *et seq.*, such misconduct must be reported to law enforcement officials and/or the

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appropriate Child Protective Service agency in accordance with mandatory reporting procedures set forth in Board policies and its implementing regulations

Contact Information

For student-related disability discrimination concerns, contact the following person:

Executive Director of Special Services
Douglas County School District
1638 Mono Avenue
Minden, Nevada 89423
(775) 265-5262

For all other concerns, including any arising under Title IX, contact the following person:

Executive Director of Human Resources
Douglas County School District
1638 Mono Avenue
Minden, Nevada 89423
(775) 782-7177

Individuals may request assistance, including language interpretation or translation of this policy or related procedures, by contacting the Executive Director of Special Services or the Executive Director of Human Resources. Upon request, the District will provide this notice and related grievance procedures in a language or format that is accessible to the requester.

[See the Administrative Regulation related to this Policy](#)

Reference:

- NRS 613.310-613.435 (Unlawful employment practices)
- NRS 281.370 (Prohibited personnel practices)
- NRS 338.125 (Nondiscrimination in public works)
- NRS 388.132–388.1459 (Safe and Respectful Learning Environment; discrimination based on race; bullying and cyber-bullying)
- NRS 388.437–388.5223 (Education of pupils with disabilities)

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