

Board of Trustees Douglas County School District

OBJECTIVES

VIOLENCE IN THE WORKPLACE

Douglas County School District is committed to providing a work and learning environment free from intimidation, threats, or acts of violence. This commitment includes, but is not limited to, a prohibiting intimidating, threatening, or hostile behaviors; physical or verbal abuse; vandalism, arson, sabotage; the use or possession of weapons; and any other conduct in violation of Nevada law whether on District property or at a District-sponsored activity.

Engaging in such conduct is prohibited in the workplace and educational environment. Complaints and reports of violence, threats, or intimidation will be promptly reviewed and investigated, and appropriate corrective or disciplinary action will be taken, up to and including discharge, in accordance with applicable district policies, administrative regulations, collective bargaining agreements, and law. When an act of violence may constitute a criminal offense, the Superintendent or designee shall notify law enforcement consistent with NRS 392.910 and applicable law. The Superintendent or designee shall also establish threat assessment protocols consistent with NRS 388.134 and state guidance to evaluate and respond to credible threats to the safety of students or staff.

This policy is part of the District's broader efforts to provide a safe and respectful learning and working environment consistent with Nevada law.

[See related policy 427](#)
[See related Administrative Regulation](#)

Reference:

NRS 388.133-388.135 (Safe and respectful learning environment)

NRS 392.4633 (Prohibition on harassment, intimidation, and bullying of students)

NRS 392.910 (Grounds for suspension and expulsion; mandatory law enforcement notification)

NRS 388.132 (Legislative declaration concerning duty to provide a safe and respectful learning environment)

Date Adopted: 06/13/06

Date Revised: 05/19/2026