

Board of Trustees Douglas County School District

OBJECTIVES

SEXUAL HARASSMENT

It is the resolve of the Douglas County School District to maintain a safe and respectful learning and working environment within its schools, buses, facilities at District sponsored events, and in all District programs and activities, whether occurring on or off District property, that is free from sexual harassment.

The District will not tolerate any form of verbal, physical, written, or visual conduct of a sexual nature that creates a hostile, intimidating, or offensive learning or working environment, or that interferes with an individual's educational opportunities or terms and conditions of employment. This commitment applies to the actions and behaviors of students, employees, coaches, volunteers, families, and other visitors to District facilities and District-sponsored events.

It is a violation of this policy for any member of the Douglas County School District community to subject another student, staff member or other individual participating in District programs or activities to sexual harassment, and such conduct may result in disciplinary action, up to and including dismissal, non-renewal, or expulsion, consistent with applicable Board policies, collective bargaining agreements, and law.

If the alleged conduct could constitute sexual harassment as defined by federal Title IX regulations, Board policy 117 and its associated administrative regulations govern the District's response. In those circumstances, the District will follow the Title IX procedures and definitions set forth in Board Policy 117 and its administrative regulations, consistent with 34 CFR Part 106.

Allegations of sexual harassment that do not meet the Title IX definition in Board Policy 117 will be addressed under this policy and Administrative Regulation 112, as well as any other applicable Board policies, to ensure that all reported concerns are responded to promptly and appropriately.

Contact information for the District's Title IX Coordinator is published annually and posted on the District's website and in handbooks.

If an employee or volunteer has reasonable cause to believe that sexual misconduct toward a students by an employee or volunteer constitutes abuse or neglect under NRS Chapter 432B and/or NRS 392.275 *et seq.*, the employee or volunteer must make a report to the appropriate child welfare agency or law enforcement agency as required by law, and Board Policy 510 and Administrative Regulation 510 on mandatory reporting. Such

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reports must be made as soon as reasonably practicable and not later than the time required by NRS 432B.220. These mandatory reports to external agencies are required in addition to, and not in place of, the District's internal reporting procedures for sexual harassment.

The Superintendent shall develop and maintain administrative regulations to implement and enforce this policy, including procedures for reporting, investigating, and resolving complaints of sexual harassment, as well as provisions for age-appropriate education, training for employees and volunteers, clear timelines for investigations, and protections against retaliation.

[See Administrative Regulation 112, Sexual Harassment, related to this policy](#)

Ref: NRS 33.200 – 33.360 (Orders for protection)
NRS 388 (Safe and respectful learning environment)
NRS 432B (Protection of children from abuse and neglect)
NRS 392.275 et. seq. (Reporting of abuse or neglect by school employees or volunteers)
Title IX, Education Amendments of 1972; 34 CFR Part 106

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