

Board of Trustees Douglas County School District

OBJECTIVES

NOTICE OF NON-DISCRIMINATION ON THE BASIS OF SEX UNDER TITLE IX

Douglas County School District does not discriminate on the basis of sex in any education program and activity it operates. Title IX of the Education Amendments of 1972 prohibits sex-based discrimination, including sexual harassment, in programs and activities receiving federal financial assistance. This prohibition applies to all District education programs and activities, whether occurring on school property, off campus, or in District-sponsored online environments, and extends to employment and all related Board policies.

The District prohibits retaliation against any person who, in good faith, makes a report or complaint, testifies, assists, participates, or declines to participate in any investigation or proceeding under Title IX or this policy. Retaliation is itself a violation of this policy and may result in disciplinary action, up to and including discharge or expulsion.

Sexual harassment by a school employee is grounds for disciplinary action, up to and including discharge. Sexual harassment by students is grounds for disciplinary action, up to and including expulsion.

I. Sexual Harassment Defined Under Title IX

Sexual harassment is defined under the federal Title IX regulations as conduct on the basis of sex that satisfies one or more of the following:

- a. A school employee conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct (i.e., *quid pro quo*); or
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school district's education program or activity; or
- c. Sexual assault as defined in the federal Clery Act, or dating violence, domestic violence, or stalking as defined in the federal Violence Against Women Act.

II. Title IX Coordinator

The superintendent has designated the following employee to coordinate its efforts to comply with Title IX and this policy:

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Executive Director of Human Resources Douglas County School District

1638 Mono Avenue
Minden, Nevada 89423
(775) 782-7177
jdwyer@dcsd.k12.nv.us

The contact information for the Title IX Coordinator will be prominently displayed on the school district's website and on the websites for each school's website and will be included in handbooks and other notices provided to students, employees, applicants for employment, and parents or legal guardians.

Inquiries regarding the application of Title IX may be referred to the school districts Title IX Coordinator, or to the U.S. Department of Education's Assistant Secretary for Civil Rights, 400 Maryland Ave., S.W., Washington, D.C. 20202, or both.

III. Title IX Sexual Harassment Grievance Process

The District has adopted a grievance process that provides for the prompt and equitable resolution of reports, **complaints**, and **formal complaints** of sexual harassment in violation of Title IX. The grievance process – including definitions of sexual harassment, reporting procedures, investigation and hearing standards, support measures, appeal rights, and timelines – is set forth in Administrative Regulation 117, Title IX Sexual Harassment Grievance Procedure.

IV. Related Policies and Administrative Regulations

This policy addresses sexual harassment as defined under Title IX. The District also prohibits bullying, cyber-bullying, harassment, and discrimination based on characteristics protected under Nevada law, including sexual orientation, and gender identity and expression, pursuant to Nevada Revised Statutes ("NRS") 388.121 *et seq.* ("Provision of Safe and Respectful Learning Environment"). Procedures for addressing conduct that does not constitute sexual harassment under Title IX but is prohibited under Nevada law are set forth in Board Policy 543.

Allegations of sexual harassment that do not meet the Title IX definition in this policy may be addressed under Board Policy 112, Sexual Harassment, and its associated administrative regulation, as well as Board Policy 543 and other applicable Board policies.

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Employees who have reasonable cause to believe that conduct described in this policy may also constitute child abuse or neglect under NRS 432B.010 *et seq* or NRS 392.275 *et seq.*, must comply with mandatory reporting obligations as set forth in Board Policy 510.

Reference(s):

Title IX of the Education Amendments of 1972, 20 USC 1681-1683
Title IX federal regulations, 34 CFR Part 106
NRS 388.121 *et seq.*, Provision of Safe and Respectful Learning Environment
NRS 392.275 *et seq.*, Reports of Abuse, Neglect and Other Illegal Conduct
NRS 432B.010 *et seq.*, Protection of Children from Abuse and Neglect

[See the Administrative Regulation 117. Title IX Sexual Harassment Grievance Procedures, for detailed reporting, investigation, hearing, and appeal processes.](#)

Adopted: 11/10/20
Revised: 05/19/2026