

**BOARD OF TRUSTEES
HUMBOLDT COUNTY SCHOOL DISTRICT**

**POLICY 3080
BUSINESS, NON-INSTRUCTIONAL**

**HCSD POLICY FOR PROHIBITING HARASSMENT, INTIMIDATION AND
BULLYING**

Statutory Authority

This policy for Prohibiting Harassment, Intimidation, and Bullying is adopted pursuant to NRS 388.121 to 388.145, Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681), Title VII of the Civil Rights Act of 1964, and other applicable federal and state law. The policy shall be construed in accordance with the most current statutes and regulations adopted by the State of Nevada and the United States Department of Education.

I. Bullying and Cyber-Bullying Is Prohibited in Public Schools

A. The school district is committed to providing a safe and respectful learning environment in which persons of differing beliefs, characteristics, and backgrounds can realize their full academic and personal potential. It is the intent of this policy to ensure that all administrators, principals, teachers, and other personnel of the school district demonstrate appropriate behavior on the premises of any public school by treating other persons, including, without limitation, pupils, with civility and respect and by refusing to tolerate bullying and cyber-bullying.

Definitions:

1. **“Bullying”**, has the meaning given in NRS 388.122: any written, verbal, or electronic expression, or physical act or gesture, or any combination thereof, directed at a person or group of persons, that physically harms, places a person in fear of harm, creates a hostile educational environment, or substantially interferes with academic participation and is motivated by actual or perceived traits, including race (including traits historically associated with race, such as hair texture and protective hairstyles), color, national origin, ethnicity, ancestry, religion, gender identity or expression, sexual orientation, sex, physical or mental disability, or any other distinguishing characteristic, or association with such a person.

a. Have the effect of

- i. Physically harming a person or damaging the property of a person; or
- ii. Placing a person in reasonable fear of physical harm to the person or damage to the property of the person; or

b. Interfere with the rights of a person by:

- i. Creating an intimidating or hostile educational environment for the person; or
- ii. Substantially interfering with the academic performance of a student or the ability of the person to participate in or benefit from services, had committed an act that would have been a misdemeanor if committed by an adult.

c. Are acts of conduct described in paragraph (a) or (b) and are based on the:

- i. Actual or perceived age, race, color, national origin, ethnicity, ancestry, religion, gender identity or expression, sexual orientation, physical attributes, physical or mental disability of a person, sex, or any other distinguishing characteristic of a person; or
- ii. Association of a person with another person having one or more those actual or perceived characteristics.

2. The term includes, without limitation:

- a. Repeated or pervasive taunting, name-calling, belittling, mocking or use of put-downs or demeaning humor regarding the actual or perceived age, race, color, national origin, ethnicity, ancestry, religion, gender identity or expression, sexual orientation, physical attributes, physical or mental disability of a person, sex, or any other distinguishing characteristic or background of a person;
- b. Behavior that is intended to harm another person by damaging or manipulating his or her relationships with others by conduct that includes, without limitation, spreading false rumors;
- c. Repeated or pervasive nonverbal threats or intimidation such as the use of aggressive, menacing, or disrespectful gestures;
- d. Threats of harm to a person, to his or her possessions, or to other persons, whether such threats are transmitted verbally, electronically, or in writing;
- e. Blackmail, extortion, or demands for protection money or involuntary loans or donations;
- f. Blocking access to any property or facility of a school;
- g. Stalking; and
- h. Physically harmful contact with or injury to another person or his or her property.

3. Under NRS 388.123 “**Cyber-bullying**” means bullying through the use of electronic communication. The term includes the use of electronic communication to transmit or distribute a sexual image of a minor. As used in this policy, “sexual image” has the meaning ascribed to it in NRS 200.737 which is any visual depiction, including, without limitation, any photograph or video of a minor simulating or engaging in sexual conduct, or of a minor as the subject of a sexual portrayal.

4. Under NRS 388.124, “**Electronic communication**” means the communication of any written, verbal or pictorial information through the use of an electronic device, including, without limitation, a telephone, a cellular phone, a computer or any similar means of communication.

I. A student who is a minor who knowingly and willfully transmits or distributes an image of bullying, electronically or using other means, with the intent to encourage, further, or promote bullying:

a. For the first violation is considered a child in need of supervision, as that term is used in Title 5 of the NRS.

b. For a second or subsequent violation, commits a delinquent act, for which a court may order the detention of the minor in the same manner as if the minor had committed an act that would have been a misdemeanor if committed by an adult.

5. **Harassment** means a willful act or course of conduct that is highly offensive to a reasonable person and is intended to or actually does cause another person to suffer serious emotional distress (NRS 388.125).

6. **Discrimination based on race** means a single significant incident or repeated acts or omissions, including the use of written, verbal or electronic expressions, physical acts or gestures, or any combination thereof, directed at a pupil that:

(a) causes physical or emotional harm;

(b) places the pupil in reasonable fear of harm;

(c) creates a hostile educational environment; or

(d) substantially interferes with academic performance or participation in school activities.

'Race' includes traits historically associated with race, including, without limitation, hair texture, color, or protective hairstyles such as braids, locs, and twists. 'Protective hairstyle' includes, without limitation, natural hairstyles, afros, bantu knots, curls, braids, locks and twists.

7. **Intimidation** means a willful act or course of conduct that is highly offensive to a reasonable person and poses a threat of immediate harm or actually inflicts harm.

8. **Sexual Harassment** means conduct on the basis of sex that satisfies one or more of the following:

(a) An employee conditioning the provision of aid, benefit, or service on participation in unwelcome sexual conduct;

(b) Unwelcome conduct that is so severe, pervasive, and objectively offensive that it denies equal access to education; or

(c) Sexual assault, dating violence, domestic violence, or stalking, per 34 CFR § 106.30.

B. A member of the school district board of trustees, any employee of the school district, including, without limitation, an administrator, principal, teacher, or other staff member, a member of a club or organization which uses the facilities of any public school, regardless of whether the club or organization has any connection to the school, or any pupil shall not tolerate or engage in bullying or cyber-bullying on the premises of any public school, at an activity sponsored by a public school, or on any school bus.

C. It is the intent of this policy that all persons in the school district are entitled to maintain their own beliefs and to disagree respectfully without resorting to bullying, cyber bullying, or violence. This policy does not advocate nor require the acceptance of differing beliefs in a manner that would inhibit the freedom of expression but does require that all persons with differing beliefs be free from physical, emotional or mental abuse.

D. The school district will provide for the appropriate training of all administrators, principals, teachers, school board members and all other personnel employed by the school district as prescribed by this policy under the heading “Professional Development.”

II. Policies and Training Established by the Nevada Department of Education; Standards Adopted by the Nevada Council to Establish Academic Standards

A. NRS 388.133 requires that the Nevada Department of Education prescribe by regulation a policy (1) setting forth requirements and methods for reporting violations of the prohibition on bullying and cyber-bullying, and (2) for use by school districts to train members of the board of trustees and all administrators, principals, teachers and all other personnel employed by the board of trustees of the school district. The policy must include provisions for training in the topics listed below under “Professional Development.” Upon issuance of the state regulations prescribing a policy, the school district board of trustees will adopt the policy, and the school district will provide the training and comply with other requirements set forth in NRS 388.134.

B. NRS 388.1342 requires that the Nevada Department of Education establish programs of training as follows:

1. Methods to prevent, identify and report incidents of bullying and cyber-bullying for members of the boards of trustees of school districts.
2. Training to assist school district personnel to assist those persons with carrying out their powers and duties under the Safe and Respectful Learning Environments statutes.
3. Training for administrators in the prevention of violence and suicide associated with bullying and cyber-bullying and appropriate methods to respond to incidents of violence or suicide.

Upon establishment of these programs of training, the school district will complete the programs of training in accordance with the timelines and other requirements set forth the violation to the principal or designee as soon as practicable, but not later than a time during the same day on

which the teacher, administrator, principal, coach or other staff member witnessed the violation or received information regarding the occurrence of a violation.

School Principal Investigations:

A. Upon receiving a report of bullying or cyberbullying, the principal or designee shall immediately take any necessary action to stop the bullying or cyberbullying and ensure the safety and well-being of the reported victim or victims of the bullying or cyberbullying and shall begin an investigation into the report.

A teacher, administrator, principal, coach or other staff member who witnesses a violation or receives information regarding a violation committed by the school administrator shall report the violation to the superintendent or designee as soon as practicable, but not later than the same day.

B. Notification of Reported Violation of Bullying Prohibition

a. The investigation must include notification provided by telephone, electronic mail or other electronic means, or provided in person, to the parents or guardians of all students directly involved in the reported bullying or cyberbullying, as applicable, either as a reported aggressor or a reported victim of bullying or cyberbullying. The notification must be provided not later than:

i. If the bullying or cyberbullying is reported before the end of school hours on a school day, 6 p.m. on the day on which the bullying or cyber bullying is reported; or

ii. If the bullying or cyberbullying was reported on a day that is not a school day, or after school hours on a school day, 6 p.m. on the school day following the day on which the bullying or cyberbullying is reported.

b. The notification may not include personally identifiable student information other than the name of the parent's child to whom the notice is addressed and is not required to label the student's alleged role in the incident.

c. If the contact information for the parent or guardian of a student in the records of the school is not correct, a good faith effort to notify the parent or guardian shall be deemed sufficient to meet the notification requirements of Paragraph A.

C. Interviews: the investigation must include interviews with all students whose parents or guardians must be notified pursuant to Paragraph B and with all such parents and guardians.

D. Timeline for Investigation:

The investigation must be completed not later than five (5) school days after the principal or designee receives a report of bullying, cyber-bullying, harassment, intimidation, or discrimination based on race. If the principal or designee is not able to complete the interviews required pursuant to Paragraph C within five (5) school days after making a good faith effort

because any of the persons to be interviewed is not available, two (2) additional school days may be used to complete the investigation. (NRS 388.1351(5))

During the investigation, the principal or designee shall offer supportive measures to the alleged victim, such as counseling, course adjustments, or increased supervision, without requiring a formal complaint. If bullying or harassment is substantiated, the response must include access to mental health services and follow-up to prevent suicide or further violence.

E. Written Report:

a. A principal or designee who conducts an investigation shall complete a written report of the findings and conclusions of the investigation.

b. If a violation is found to have occurred, the report must include recommendations concerning the imposition of disciplinary action or other measures to be imposed as a result of the violation.

c. Subject to the provisions of the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g, and any regulations adopted pursuant thereto, the report must be made available, not later than 24 hours after the completion of the written report, to all parents or guardians who must be notified pursuant to Paragraph B as part of the investigation.

F. Follow-Up: Not later than 10 school days after receiving a report required by Paragraph E, the principal or designee shall meet with each reported victim of the bullying or cyberbullying to inquire about the well-being of the reported victim and to ensure that the reported bullying or cyberbullying, as applicable, is not continuing.

Should the parent request a change of placement if the investigation finds that their child was the victim of bullying or cyber bullying, the principal or designee shall discuss with each reported victim and their parent or guardian the availability of reassignment to a different school, including a charter school if applicable, or to different classes or programs within the school, to prevent further incidents of bullying, cyber-bullying, harassment, intimidation, or discrimination based on race. (NRS 388.1351(11))

G. To the extent information is available, the principal or designees must provide, to a parent or guardian of a student to whom notice of a reported bullying violation was provided, a list of resources that may be available in the community to assist a student, as soon as practicable. If a list is provided, the principal or designee, or any employee of the school or the District, is not responsible for providing the resources to the student or ensuring the student receives the resources.

H. Reports of bullying, cyber-bullying, harassment, intimidation, or discrimination may be made anonymously through the SafeVoice system at 1-833-216-SAFE (7233), the SafeVoice app, or

website (safevoicenv.org). All reports, including anonymous ones, will be investigated promptly per this policy.

III. Discipline

A. Student Discipline

Disciplinary actions shall prioritize restorative disciplinary practices, including measures that hold pupils accountable for their behavior while providing supports to repair harm, reintegrate the pupil, and address the underlying causes of the behavior, unless such practices are inappropriate based on the severity of the violation.

a. Discipline for a violation of bullying and cyberbullying policy for students is imposed in accordance with individual site progressive discipline plans.

b. The parent or legal guardian of a pupil involved in the reported violation may appeal a disciplinary decision of the principal or designee, made against the pupil as a result of the violation, in accordance with the policy governing disciplinary action adopted by the school district board of trustees.

c. Not later than 30 days after receiving the disciplinary decision, the parent or guardian may submit a complaint to the Office for a Safe and Respectful Learning Environment within the Nevada Department of Education.

B. Employee Discipline

a. Allegations of bullying and/or cyberbullying among teachers or between teachers and administrators, principals, or other school employees must be reported and will be investigated in accordance with District Policy;

administrative procedures; any applicable collective bargaining agreement; and other applicable laws.

b. Any District employee who violates this bullying and cyberbullying policy shall be subject to discipline, if appropriate.

c. An administrator, including a principal, or the designee of an administrator or principal of a school:

i. Shall be disciplined by written admonishment, demotion, suspension, dismissal or refusal to reemploy for knowingly and willfully failing to comply with the provisions of NRS 388.1351.

ii. May be demoted, suspended, dismissed, or not reemployed for knowingly and willfully failing to comply with the provisions of NRS 388.1351 or an

intentional failure to report a violation of NRS 388.135 if the administrator witnessed the violation.

d. A teacher may be suspended, dismissed, or not re-employed for knowingly and willfully failing to comply with the provisions of NRS 388.1351 or an intentional failure to report a violation of NRS 388.135 if the teacher witnessed the violation.

e. If an employee is the holder of a license issued pursuant to Chapter 391 of NRS, the Superintendent may recommend to the Board of School Trustees that the Board submit a recommendation to the State Board of Education for the suspension or revocation of the license for knowingly and willfully failing to comply with the provisions of NRS 388.1351.

No Interfering with or Preventing Disclosure of Information:

Members of the school district board of trustees and school district employees are prohibited from directly or indirectly interfering with or preventing the disclosure of information concerning violations.

Immunity for Reporting Violations; Disciplinary Action for Certain Persons:

No cause of action may be brought against a pupil or an employee or volunteer of a school who reports a violation of the prohibition on bullying and cyber-bullying, unless the person who made the report acted with malice, intentional misconduct, gross negligence, or intentional or knowing violation of the law.

If a principal determines that a report of a violation is false and that the person who made the report acted with malice, intentional misconduct, gross negligence, or intentional or knowing violation of the law, the principal may recommend the imposition of disciplinary action or other measures against the person in accordance with the policy governing disciplinary action adopted by the school district board of trustees.

Retaliation against any person for reporting, investigating, or participating in a harassment, intimidation, bullying, or discrimination proceeding is prohibited. This includes threats, intimidation, or adverse actions. Reports of retaliation shall be investigated under the same timelines and procedures as original complaints.

School District Policy for Employees to Report Violations to Law Enforcement:

The school district board of trustees, in conjunction with local law enforcement agencies that have jurisdiction over the school district and with school police, if applicable, will establish a separate policy for the procedures which must be followed by an employee of the school district when reporting a violation of the prohibition on bullying and cyber bullying to a school police officer or local law enforcement.

IV. Professional Development

The school district superintendent will provide for the appropriate training of all, principals, teachers and all other personnel employed by the school district in accordance with this policy, including training on the following topics:

- A. Training in the appropriate methods to facilitate positive human relations among pupils by eliminating the use of bullying and cyber-bullying so that pupils may realize their full academic and personal potential.
- B. Training in methods to prevent, identify, and report incidents of bullying and cyber bullying.
- C. Methods to improve the school environment in a manner that will facilitate positive human relations among pupils.
- D. Methods to teach skills to pupils so that the pupils are able to replace inappropriate behavior with positive behavior. Training shall include methods to prevent, identify, and report incidents of discrimination based on race, including protective hairstyles, as well as strategies for addressing mental health impacts, suicide prevention, and violence associated with bullying and harassment.
- E. The Superintendent, and or his/her designee, shall work with the Office of Safe and Respectful Learning Environment within the Nevada Department of Education to access available outreach and anti-bullying education and training materials, if appropriate.

VI. School Safety Team

- A. The principal or designee must establish a school safety team to develop, foster and maintain a school environment which is free from bullying and cyber-bullying.
- B. The principal or designee will conduct investigations of violations of the prohibition on bullying and cyber-bullying occurring at the school.
- C. The principal or designee will collaborate with the district office and school district board of trustees and school safety team to prevent, identify and address reported violations of the prohibition on bullying and cyber-bullying at the school.
- D. The School Safety Teams must consist of the principal or designee (committee chair) and the following persons appointed by the principal:
 - 1. School counselor;
 - 2. At least one teacher at the school;
 - 3. At least one parent or guardian of a student enrolled in the school; and 4. Any other persons appointed by the principal.
- E. The School Safety Team will:
 - 1. Meet at least two times each year;
 - 2. Identify and address patterns of bullying or cyber-bullying;
 - 3. Review and strengthen school policies to prevent and address bullying or cyber bullying;

4. Provide information to school personnel, pupils, and parents and legal guardians of pupils enrolled in the school on methods to address bullying and cyber-bullying; and
5. To the extent money is available; participate in any training conducted by the school district regarding bullying and cyber-bullying.
6. Annually review patterns of discrimination based on race, bullying, and cyberbullying, and recommend policy updates.
7. To the extent funding allows, the team shall participate in state-provided training.

VII. Week of Respect

The school board of trustees will determine the most effective manner for the delivery of information to public school pupils during the “Week of Respect” proclaimed by the Governor each year. The information delivered during the “Week of Respect” will focus on:

- A. Methods to prevent, identify and report incidents of bullying and cyber-bullying;
- B. Methods to improve the school environment in a manner that will facilitate positive human relations among pupils; and
- C. Methods to facilitate positive human relations among pupils by eliminating the use of bullying and cyber-bullying.

VIII. Prohibited Conduct

The commission of, or participation in, or unlawful attempt of any of the following activities or acts in school building or on school property is prohibited and may constitute cause for disciplinary action. In addition, students at school-sponsored, off campus events, on their way to and from school or within one hour of the beginning or end of the school day, and those using district sponsored transportation shall be governed by school district rules and regulation and Nevada Revised Statutes and are subject to the authority of school and district officials.

An incident which constitutes the commission of a criminal act shall be reported at once to the Humboldt County School District School Resource Officer. In addition, the student’s parent(s) or guardian(s) shall also be notified, if possible. Disciplinary action may be taken by the site or district, whether or not criminal charges result.

A. Criminal Offenses (As defined in applicable statutes or ordinances) Violations of local, state or federal laws are enforced on properties of the Humboldt County School District or at activities sponsored by the Humboldt County School District. Examples of such laws are indicated below:

1. **ALCOHOL:** The possession of, sales and furnishing alcoholic beverages.
2. **ARSON:** The intentional setting of fire.

3. ASSAULT: Physical or verbal threats with the intent and the ability to carry through with same.
4. BATTERY: Touching without consent or application of force to another person.
5. BOMB THREAT/FALSE: Willfully conveying by mail, written notes, telephone, telegraph, radio, or any other means of communication, any threat knowing it to be false.
6. BURGLARY: Illegal entry with the intent to commit a crime.
7. DESTRUCTION OF PROPERTY: Willfully and maliciously destroying or injuring real or personal property of another.
8. DISTURBING THE PEACE: Maliciously and willfully disturbing the peace of any person; maliciously and willfully interfering with or disturbing persons in the school.
9. EXPLOSIVE DEVICES: The possession of explosive or incendiary devices.
10. FALSE FIRE ALARMS: False reporting of or transmission of signal knowing same to be false.
11. FIREWORKS: The possession of, sale, furnishing, use or discharge of same.
12. INDECENT EXPOSURE: An open indecent or obscene exposure of his or her person or the person of another.
13. LARCENY: Stealing, taking, carrying away property of another.
14. LIBEL: A malicious defamation expressed to impeach a person's honesty, integrity, virtue or reputation.
15. MARIJUANA: The possession of, sales or furnishing marijuana.
16. NARCOTICS: The possession of, sales or furnishing a controlled substance.
17. NARCOTICS PARAPHERNALIA: The possession of, sales, furnishing or use of.
18. PROFANITY: Use of vile or indecent language.
19. RESISTING OFFICER: Willfully resisting, delaying or obstructing an officer in the performance of duty.
20. ROBBERY: The unlawful taking of personal property from the person of another or in his/her presence against his/her will, by means of force or violence or fear of injury.
21. ROUT/RIOT: Two or more persons meeting to do an unlawful act/two or more persons actually doing an unlawful act with or without a common cause of quarrel.
22. STOLEN PROPERTY: Receiving or possessing property of another, knowing or under such circumstances as would cause a reasonable person to know they were so obtained.

23. TAMPERING WITH MOTOR VEHICLES: Willfully break, injure, tamper, remove parts, deface a vehicle; without consent of owner, climb into or upon a vehicle with intent to injure; to manipulate any levers while vehicle is at rest or unattended or to set vehicle in motion.

24. THROWING SUBSTANCE AT VEHICLE: To throw any stone, rock, missile or any substance at any motor bus, truck or other motor vehicle.

25 TRESPASS: To be upon the property of another without permission of the owner and to stay upon same after warning. To be on school property or at a school function while under the suspension from school.

26. WEAPONS

26.1 Brandishing any knife, blackjack, slingshot, billy, sand club, sandbag, metal knuckles, explosive substance, dirk, dagger, pistol, revolver, or other firearm, or other deadly weapon in a rude, angry or threatening manner or to use same in any fight or quarrel.

26.2 Concealed – it is unlawful for any person to carry any weapon commonly known as a knife, blackjack, slingshot, explosive substance, dirk, dagger, pistol, revolver or other firearm, or other dangerous weapon. For the purpose of this section, nunchakus are included herein.

26.3 Possession – it is unlawful for any person to possess any weapon commonly known as a knife, blackjack, slingshot, billy, sand club, sandbag, metal knuckles, explosive substance, dirk, dagger, pistol, revolver or other firearm, or other dangerous weapon.

27. In addition, violation of other federal or state criminal laws or local ordinances at school, at school-sponsored activities or on district sponsored transportation is prohibited.

B. District Offenses – The following non-criminal activities may also lead to disciplinary action. Generally, these are acts which disrupt and interfere with the educational process or with the rights of other members of the educational community.

1. ALCOHOLIC BEVERAGES: Being on campus, on district sponsored transportation or at a school-sponsored activity after having consumed an alcoholic beverage.

2. BULLYING: Intentional offensive, intimidating or insulting behavior, an abuse or misuse of power through means to undermine, humiliate, or injure another; often repeated.

3. CYBER BULLYING: Bullying and harassment behaviors using electronic media or information technology to deliberately harass, threaten, or intimidate someone.

4. DISOBEDIENCE, INSOLENT AND INSUBORDINATION; Students must obey the instructions of district personnel.

5. DISRUPTIVE CONDUCT: Conduct which interferes with the educational process. **Note:** Serious situations may be handled under criminal sanctions.

6. FIGHTING

7. FORGING OR USING FORGED PASSES, EXCUSES OR OTHER SCHOOL DOCUMENTS.

8. GUM CHEWING AND EATING FOOD AT INAPPROPRIATE TIMES OR IN INAPPROPRIATE PLACES AS DETERMINED BY THE PRINCIPAL.

9. HARASSMENT: Unwanted conduct which has the purpose or effect of violating another person's dignity or creating an intimidating, degrading, hostile, humiliating environment towards another; often repeated.

10. HAZING: Any act which forces another student to undergo a humiliating or abusive ordeal, as in initiations.

11. ILLEGAL SUBSTANCE: Being on campus, on district sponsored transportation or at a school-sponsored activity after having used an illegal substance.

12. INAPPROPRIATE DRESS AND APPEARANCE: Dress and appearance must not present potential health or safety problems or cause disruptions.

13. MISCONDUCT ON SCHOOL VEHICLES: any action which creates a safety hazard or distracts the attention of the driver.

14. PLAGIARISM AND CHEATING.

15. POSSESSION AND USE OF TOBACCO, CIGARETTES, CHEW, ETC., ON SCHOOL PROPERTY OR AT SCHOOL-SPONSORED ACTIVITIES.

16. ELECTRONIC DEVICES AND PORTABLE PHONES.

16.1 Students may possess electronic devices, including but not limited to pagers, beepers, and cellular/digital telephones, provided that the use of such devices does not interfere with instruction or disturb the educational setting. Electronic signaling devices shall not be used while in class, during assessments, semester exams, or other testing situations.

16.2 Outside of the school instructional hours or during school activities, electronic signaling device may be carried in the "vibrate" or "silent ringer" notification mode.

17. SEXUAL HARASSMENT:

17.1 Sexual harassment is a form of sex discrimination prohibited under Title IX and means conduct on the basis of sex that satisfies one or more of the following:

(a) An employee conditioning aid, benefits, or services on participation in unwelcome sexual conduct (quid pro quo);

b) Unwelcome conduct that a reasonable person finds so severe, pervasive, and objectively offensive that it denies equal access to education programs or activities (hostile environment); or

(c) Sexual assault, dating violence, domestic violence, or stalking as defined in 20 U.S.C. § 1092(f)(6)(A)(v) and 34 U.S.C. § 12291(a).

18. SPREADING FALSE OR UNSUBSTANTIATED INFORMATION IN WRITING OR VERBALLY ABOUT A PERSON AND HARMING HIS/HER REPUTATION.

19. TRAFFIC VIOLATIONS ON SCHOOL GROUNDS.

20. TRUANCY: Being absent from school without a valid excuse acceptable to the district.

21. GANG ACTIVITY.

Such negative actions may include, without limitation:

1. Destroying the property of a pupil;
2. Excluding a pupil from participating in activities;
3. Extorting a pupil;
4. Gossiping maliciously;
5. Speaking disparagingly about the ethnicity of a pupil;
6. Staring and glaring;
7. Taunting;
8. Teasing;
9. Unreasonably banning the ability of a pupil to enter or exit an area;
10. Using gestures with the intent to cause and actually causing a pupil to suffer harm or serious emotional distress; and
11. Using oral, written or electronic communication with the intent to cause and actually causing a pupil to suffer harm or serious emotional distress.

(MOVE TO NEW 3081)

Legal Reference(s):

NRS 388.121 to 388.145

NRS 392.464 – Adoption and enforcement by trustees of disciplinary measures for pupil in possession of alcoholic beverage or controlled substance on premises of school.

NRS 392.4655 – Conditions under which pupil deemed habitual disciplinary problem; plan of behavior to prevent pupil from being deemed habitual disciplinary problem.

NRS 392.900 – Interference with pupil attending school; penalty.

Title IX of the Educational Amendments of 1972

Title VII of the Civil Rights Act of 1964

FERPA (20 U.S.C. § 1232g)

Adopted: 10/13/09 Reviewed: 2/09/10 Revised: 05/27/14 Revised: 09/08/15; 10/28/25

HUMBOLDT COUNTY SCHOOL DISTRICT COMPLAINT FORM

ILLEGAL HARASSMENT POLICY

This complaint is filed under: [] Illegal Harassment [] School/Workplace Violence

Name: _____ Date: _____

Complainant: _____

Position: _____

Site Location: _____

Description of Incident: (Add additional pages if needed). Include date, time, exact location (room, hallway, etc.), names of any witnesses.

Signature of Complainant: _____

Witness: _____

Return to the District Human Rights/Title IX Officer 310 E. Fourth Street Winnemucca, Nevada
89445 775 623-8108