

EUREKA COUNTY SCHOOL DISTRICT

EQUAL EDUCATIONAL OPPORTUNITY; EQUAL EMPLOYMENT  
OPPORTUNITY; NONDISCRIMINATION

**Notice of Nondiscrimination**

Eureka County School District (“the school district”) does not discriminate on the basis of race, color, religion, national origin, ancestry, disability, age, marital status, sex, sexual orientation, gender identity or expression, or any other category protected by applicable state or federal law in its program and activity, including employment, and provides equal access to the Boy Scouts of America and other designated youth groups.

In keeping with requirements of federal and state law, the school district strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

**Notice of Nondiscrimination on the Basis of Sex Under Title IX**

Eureka 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.

Inquiries about the application of Title IX and the Title IX regulations to Eureka County School District may be referred to the school district’s Title IX Coordinator, or 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:

Personnel Officer  
Eureka County School District  
PO Box 249  
Eureka, NV 89316  
Ph: 775-237-5373/Fax: 775-237-5014  
[detchegaray@eureka.k12.nv.us](mailto:detchegaray@eureka.k12.nv.us)

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**

Eureka County School District shall ensure that no qualified person with a disability 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. Eureka 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 handicapped persons 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.

**Prohibition on Retaliation**

Eureka County School District is committed to providing an educational and work environment that is free from all forms of retaliation. The school district prohibits and will not tolerate retaliation against any employee or student who brought a claim of discrimination, participated in an investigation, proceeding or hearing concerning a claim of discrimination, or who in good faith has opposed a practice he or she reasonably believes constituted prohibited discrimination. The school district will take prompt and equitable action to eliminate such retaliation.

### **Complaint Procedures**

The school district has specific complaint procedures for certain allegations of discrimination and harassment, as follows:

#### **Employee Complaints:**

1. For employee complaints alleging bullying, cyber-bullying, or harassment (**except sexual harassment prohibited by Title IX**), **see the procedures in Board Policy 4112 and Administrative Regulation 4112 AR.**
2. For employee complaints alleging sexual harassment prohibited by Title IX, **see the grievance process in Board Policy 4002 and Administrative Regulation 4002 AR.**
3. For employee complaints alleging discrimination based on disability, **see the procedures in Board Policy 4004 and Administrative Regulation 4004 AR.**

#### **Student Complaints:**

4. For student complaints alleging bullying or cyber-bullying (**except sexual harassment prohibited by Title IX**), **see the procedures in Board Policy 5300.**
5. For student complaints alleging sexual harassment prohibited by Title IX, **see the grievance process in Board Policy 5410 and Administrative Regulation 5410 AR.**
6. For student complaints alleging discrimination based on disability, **see the procedures in Board Policy 5500 and Administrative Regulation 5500 AR.**

#### **Other Complaints:**

1. For all other complaints alleging discrimination, including harassment, see the grievance procedures in the **Administrative Regulation 4001 AR accompanying this Board Policy 4001.**

If an employee or volunteer has reasonable cause to believe that sexual harassment in violation of Title IX arises to abuse or neglect under NRS 432B and/or NRS 392.275 *et seq.*, such misconduct will be reported to law enforcement officials and/or Child Protective Service agency personnel in accordance with the procedures set forth in Board policies and regulations concerning mandatory reporting. These procedures are addressed in **Board Policy 4110.**

### **Contact Information**

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

Director of Special Services  
Eureka County School District  
PO Box 249  
Eureka, NV 89316  
Ph: 775-237-5700/Fax: 775-237-5014  
[adamele@eureka.k12.nv.us](mailto:adamele@eureka.k12.nv.us)

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

Personnel Officer  
Eureka County School District  
PO Box 249  
Eureka, NV 89316  
Ph: 775-237-5373/Fax: 775-237-5014  
[detchegaray@eureka.k12.nv.us](mailto:detchegaray@eureka.k12.nv.us)