

EUREKA COUNTY SCHOOL DISTRICTSAFE AND RESPECTFUL LEARNING ENVIRONMENT**Bullying and Cyber-Bullying Is Prohibited in Public Schools**

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 student shall not 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. Every classroom, hallway, locker room cafeteria, restroom, gymnasium, playground, athletic field, school bus, parking lot and other areas on the premises of a public school in the school district must be maintained as a safe and respectful learning environment, and no form of bullying or cyber-bullying will be tolerated within the school district.

The school district is committed to providing a safe and respectful learning environment in which students of differing beliefs, races, colors, national origins, ancestries, religions, genders, gender identities or expressions, sexual orientation, physical or mental disabilities, or any other distinguishing characteristics and/or 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 and professional behavior on the premises of any public school by treating students, with civility and respect and by refusing to tolerate bullying and cyber-bullying, and by taking immediate action to protect a victim or target of bullying or cyber-bullying when witnessing, overhearing or being notified that bullying or cyber-bullying is occurring or has occurred. Any teacher, administrator, principal coach or other staff member or student who tolerates or engages in an act of bullying or cyber-bullying or violates a provision of state law requiring a response to bullying or cyber-bullying will be held accountable.

It is the further intent of this policy to ensure that the quality of instruction is not negatively impacted by poor attitudes or interactions among administrators, principals, teachers or other personnel of a school district. The school district affirms that all students in its public schools are entitled to maintain their own beliefs and to respectfully disagree without resorting to bullying, cyber-bullying or violence.

ADOPTED: 10/24/05

REVISED: 11/17/09

REVISED: 11/10/20

REVISED: 11/11/23

The school district will provide for the appropriate training of all administrators, principals, teachers, and all other personnel employed by the school district as required by law and as more specifically set forth in administrative regulation implementing this policy.

Sexual Harassment Under Title IX

If the alleged bullying or cyber-bullying based on sex could constitute sexual harassment under Title IX, Board Policy 5410 and Administrative Regulation 5410 AR will apply rather than Board Policy 5300 and Administrative Regulation 5300.¹ Because the school district must respond with specific steps whenever any employee has notice of sexual harassment under Title IX, all school employees are required to report possible incidents of sexual harassment involving students directly to the District's Title IX Coordinator, as soon as practicable, but not later than a time during the same day on which the employee became aware of an incident of sexual harassment, including allegations of sexual harassment. Reports by school district employees must be made in person, by telephone, and/or by email to the school district's Title IX Coordinator as follows:

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

The school district's Title IX Coordinator will assist the employee, in consultation with the school principal if the employee is not the principal, to determine whether the allegation could constitute sexual harassment under Title IX, in which case Board Policy 5410 and Administrative Regulation 5410 AR will be followed rather than Board Policy 5300 and Administrative Regulation 5300 AR.

¹ 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 welcome 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.

Legal Reference:

NRS 388.121 *et seq.*

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