

Book	District Policy
Section	J - STUDENTS
Title	Student Discipline: Safe and Respectful Learning Environment LEA Policy for Prohibited Harassment and Intimidation
Number	JDDH
Status	Active
Legal	
Adopted	June 13, 2006

**J.D.D.H. Safe and Respectful Learning Environment LEA Policy for Prohibited Harassment and Intimidation (Added 6/13/06)**

Section I - Provision of Safe and Respectful Learning Environment (NRS 388.132) The Nevada State Legislature declares that:

1. A learning environment that is safe and respectful is essential for the pupils enrolled in the public schools in this state to achieve academic success and meet this State's high academic standards.
2. Any form of harassment or intimidation in public schools seriously interferes with the ability of teachers to teach in the classroom and the ability of pupils to learn.
3. The intended goal of the Legislature is to ensure that:
  - a. The public schools in this State provide a safe and respectful learning environment in which persons of differing beliefs, characteristics and backgrounds can realize their full academic and personal potential;
  - b. All administrators, principals, teachers and other personnel of the school districts and public schools in this State 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 harassment or intimidation; and
  - c. All persons in public schools are entitled to maintain their own beliefs and to respectfully disagree without resorting to violence, harassment or intimidation; and
4. By declaring its goal that the public schools in this State provide a safe and respectful learning environment, the Legislature is not advocating or requiring the acceptance of differing beliefs in a manner that would inhibit the freedom of expression, but is requiring that pupils with differing beliefs be free from abuse and harassment.

Section II - Definition of Harassment and Intimidation

N.R.S. 388.125 - Harassment Defined. "Harassment" means a willful act or course of conduct that is not otherwise authorized by law and is:

1. Highly offensive to a reasonable person; and
2. Intended to cause or actually causes another person to suffer serious emotional distress.

N.R.S. 388.129 - Intimidation Defined. "Intimidation" means a willful act or course of conduct that is not otherwise authorized by law and:

1. Is highly offensive to a reasonable person; and
2. Poses a threat of immediate harm or actually inflicts harm to another person or to the property of another person.

Section III - Policy: Safe and Respectful Learning Environment.

### Harassment and Intimidation are Prohibited in Public Schools

Elko County School District is committed to providing all students and employees with 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 Elko County School District demonstrate appropriate behavior on the premises of any public school in the district by treating other persons, including, without limitation, pupils, with civility and respect and by refusing to tolerate harassment and intimidation.

- No member of this district's Board of Trustees, employee of the Board of Trustees, including, without limitation, administrators, principals, teachers, or other staff members, nor pupils shall engage in acts of harassment or intimidation on the premises of any public school, school-sponsored event, or school bus, in the district.
- It is the intent of this policy that all persons in the Elko County School District are entitled to maintain their own beliefs and to respectfully disagree without resorting to violence, harassment or intimidation. 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 pupils with differing beliefs be free from harassment and abuse.
- Elko County School District will provide for the appropriate training of all administrators, principals, teachers and all other personnel employed by this district as prescribed by this policy under the heading "Professional Development".
- Requirements and Methods for Reporting Violations of N.R.S. 388.125
- Elko County School District shall ensure that any person who believes that he or she has been a victim of harassment or intimidation as defined by N.R.S. 388.125 and/or N.R.S. 388.129 by any or all individuals as specified by N.R.S. 388.135; be encouraged and instructed to adhere to the following reporting mechanism:
  1. Students. It is the policy of the Elko County School District to encourage students who are targets of harassment or intimidation and students who have first-hand knowledge of such harassment or intimidation to report such claims. Students should report incident(s) to any teachers, counselor, or school administrator.
  2. Employees. Any Elko County School District employee who witnesses, overhears, or receives a report, formal or informal, written or oral, of harassment or intimidation at school, school-sponsored event or on a school bus shall report it to the principal or the principal's designee. If the report involves the school principal, the reporter shall make a report directly to the school district Title IX officer or Superintendent.

Contact information on current Title IX officers are available on the Department of Education website at [www.doe.nv.govtitleix.html](http://www.doe.nv.govtitleix.html). If the report involves a board of trustees member or the district superintendent, the reporter shall contact the Nevada Department of Education equity coordinator.

Notice: Harassment and Intimidation are prohibited in public schools

- The superintendent shall use all reasonable means to inform students, employees, and parents or guardians that the district will not tolerate harassment. Elko County School District shall include the text of the provisions of N.R.S. 388.125 to 388.135, inclusive, and the policy adopted by the board of trustees of the school pursuant to section 3 of A.B. 202 under the heading, “Harassment and Intimidation is Prohibited in Public Schools”, within each copy of the rules of behavior for pupils that the school district provides pupils pursuant to N.R.S. 392.463.

Professional Development

- The superintendent shall develop age-appropriate methods of discussing the meaning and substance of this policy with staff and students in order to help prevent harassment.
- In addition to informing staff and students about this policy, the superintendent shall develop a plan, including requirements and procedures, to assure that the following professional development be provided to all administrators, principals, teachers, and other personnel employed by the board of trustees of the Elko County School District.
  1. Awareness concerning the various types of harassment and intimidation; how the harassment and intimidation manifests itself; and the devastating emotional and educational consequences of harassment and intimidation.
  2. Training in the appropriate methods to facilitate positive human relations among pupils without the use of harassment and intimidation so that pupils may realize their full academic and personal potential.
  3. Methods to improve the school environment in a manner that will facilitate positive human relations among pupils.
  4. Methods to teach skills to pupils so that the pupils are able to replace inappropriate behavior with positive behavior.