

*SAFE AND RESPECTFUL LEARNING ENVIRONMENT--SRLE*

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

A. The Lyon County 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**” means a willful act which is written, verbal or physical, or a course of conduct on the part of one or more persons which is not authorized by law and which exposes a person repeatedly and over time to one or more negative actions which is highly offensive to a reasonable person and:
  - a. Is intended to cause or actually causes the person to suffer harm or serious emotional distress;
  - b. Exploits an imbalance in power between the person engaging in the act or conduct and the person who is the subject of the act or conduct;
  - c. Poses a threat of immediate harm or actually inflicts harm to another person or to the property of another person;
  - d. Places the person in reasonable fear of harm or serious emotional distress; or
  - e. Creates an environment which is hostile to a pupil by interfering with the education of the pupil.
2. “**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.
3. “**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.

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 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 abuse.
- D. The school district will provide for the appropriate training of all administrators, principals, teachers, 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 under NRS 388.1342.

- C. NRS 388.134 requires that the school district board of trustees adopt the policy prescribed by the Council to Establish Academic Standards for the ethical, safe and

secure use of computers and other electronic devices (NRS 389.520.2). The standard adopted by the Council for “Digital Citizenship” requires that students understand human, cultural, and societal issues related to technology and practice legal and ethical behavior. The school district adopts that standard and the strands for education in computer education and technology which require that students:

1. Advocate and practice safe, legal, and responsible use of information and technology;
2. Exhibit a positive attitude toward using technology that supports collaboration, learning, and productivity;
3. Demonstrate personal responsibility for lifelong learning; and
4. Exhibit leadership for digital citizenship.

The complete set of Nevada Computer and Technology Standards are available online at [http://www.doe.nv.gov/APAC\\_Computer\\_Technology/](http://www.doe.nv.gov/APAC_Computer_Technology/). These standards include indicators for how the strands are applied within specific grade bands in Nevada.

### **III. Notice that Bullying and Cyber-Bullying Is Prohibited in Public Schools**

As required by NRS 388.139, the school district will include this policy and the text of the provisions of NRS 388.121 to 388.145, inclusive, within each copy of the rules of behavior for pupils that the school district provides to pupils under the heading “Bullying and Cyber-Bullying Is Prohibited in Public Schools.” The school district will also post this policy on its internet website. Upon the request of a parent or legal guardian, the school district will provide a parent or legal guardian with a written copy of the policy.

### **IV. Requirements and Methods for Reporting Violations; Investigations**

#### **Reporting Violations:**

- A. Any person who believes that he or she has been a victim of bullying or cyber-bullying by a member of 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 is encouraged and instructed to adhere to the following reporting mechanism:
  1. **Pupils.** School district pupils who are targets of bullying or cyber-bullying and pupils who have first-hand knowledge of such bullying or cyber-bullying should report any incident(s) to a teacher, counselor, or school administrator.
  2. **Employees.** A teacher or other staff member who witnesses a violation of the prohibition on bullying and cyber-bullying, or receives information that a violation has occurred (including overhearing, or receiving a report, formal or informal, written or oral, of bullying or cyber-bullying) must verbally report the

violation to the principal or designee on the day on which the teacher or other staff member witnessed the violation or received information regarding the occurrence of a violation.

**School Principal Investigations:**

The principal or designee must initiate an investigation not later than one day after receiving notice of the violation.

- A. The principal or designee must provide written notice of a reported violation to the parent or legal guardian of each pupil involved in the reported violation. The notice must include a statement that the principal or designee will be conducting an investigation into the reported violation and that the parent or legal guardian may discuss with the principal or the designee any counseling and intervention services that are available to the pupil.
- B. The investigation must be completed within 10 days after the date on which the investigation was initiated and, if a violation is found to have occurred, include recommendations concerning the imposition of disciplinary action or other measures to be imposed as a result of the violation, in accordance with the policy governing disciplinary action adopted by the school district board of trustees.

**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.

**Appeal of Disciplinary Decision:**

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.

**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.

**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.

**V. Professional Development**

The school district superintendent will provide for the appropriate training of all administrators, 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.

**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 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.

## **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.

**Legal Reference(s):**  
NRS 388.121 to 388.145

Policy #JFCC  
Adopted 9/11/84  
Revised 5/21/14

This policy supersedes policy dated 1/22/13

## **Bullying Progressive Discipline Lyon County School District Elementary Schools**

1. Step One:
  1. 1-5 Days Detention/1-3 Days ISS depending on nature and severity of incident.\*
  2. Mandatory notification of parents by telephone and/or in writing. Brief social/behavioral intervention to inform student of unacceptable behaviors and alternative behaviors that are socially acceptable. Student must complete an oral or written reflection about his or her behavior and identify acceptable alternatives.
2. Step Two:
  1. 1-3 Days ISS/OSS (in-school or out-of-school), depending on the nature and severity of incident.\*
  2. Notification of parents by telephone and/or in writing. Brief social/behavioral intervention to inform student of unacceptable behaviors and alternative behaviors that are socially acceptable. Student must complete an oral or written reflection about his or her behavior and identify acceptable alternatives.
3. Step Three:
  1. 4-10 Days ISS/OSS (in-school or out-of-school), depending on the nature and severity of incident.\*
  2. Notification of parents by telephone and/or in writing. Brief social/behavioral intervention to inform student of unacceptable behaviors and alternative behaviors that are socially acceptable. Student must complete an oral or written reflection about his or her behavior and identify acceptable alternatives. Mandatory parent conference and behavioral contract (student remains in detention until conference is held and contract is signed).

\*As required by Lyon County School District policy JGA, law enforcement will be contacted if the student's actions constitute a Section A offense under the policy.

†These steps are guidelines. Depending on the nature and severity of the infraction, more significant consequences may be warranted

## **Bullying Progressive Discipline Lyon County School District Middle/Intermediate Schools**

1. First Offense\*:
  1. 3 – 5 Days Lunch Detention or 1-3 Days In-School Suspension (ISS)
  2. Out-of-School Suspension (OSS)
  3. Alternative Placement Education Program (APEP)
2. Second Offense:
  1. 1-5 Days ISS/APEP/OSS and mandatory completion of bully packet signed by student and parent.

2. Behavior contract signed by student and parent.
3. Third Offense:
  1. 5-10 Days ISS/OSS/APEP with parent conference.
  2. Notify LCSO for possible citation; (Possible expulsion depending on severity and previous contracts and/or citations.)

\*First Offense is established as a recurring pattern (not necessarily the same victim)

### **Bullying Progressive Discipline Lyon County School District High Schools**

1. First Offense:
  - a. 1-3 days APEP/OSS depending severity; Notify parents; Behavior contract where applicable.
2. Second Offense:
  - a. 3-5 days APEP/OSS depending on severity; Notify parents; Behavior contract; Possible notification of LCSO.
3. Third Offense:
  - a. 5-10 days APEP/OSS depending on severity; Notify parents; Notify LCSO for possible citation; (Possible expulsion depending on severity and previous contracts and/or citations.)

\* Schools with “Saturday School” programs can substitute that where applicable.

# Bullying and Cyber-Bullying Is Prohibited in Public Schools

## Lyon County School District Board Policy

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

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#### **Definitions:**

1. **"Bullying"** means a willful act which is written, verbal or physical, or a course of conduct on the part of one or more persons which is not authorized by law and which exposes a person repeatedly and over time to one or more negative actions which is highly offensive to a reasonable person and:
    - a. Is intended to cause or actually causes the person to suffer harm or serious emotional distress;
    - b. Exploits an imbalance in power between the person engaging in the act or conduct and the person who is the subject of the act or conduct;
    - c. Poses a threat of immediate harm or actually inflicts harm to another person or to the property of another person;
    - d. Places the person in reasonable fear of harm or serious emotional distress; or
    - e. Creates an environment which is hostile to a pupil by interfering with the education of the pupil.
  2. **"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.
  3. **"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.
- 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 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 abuse.
- D. The school district will provide for the appropriate training of all administrators, principals, teachers, and all other personnel employed by the school district as prescribed by this policy under the heading "Professional Development."

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- 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 under NRS 388.1342.
- C. NRS 388.134 requires that the school district board of trustees adopt the policy prescribed by the Council to Establish Academic Standards for the ethical, safe and secure use of computers and other electronic devices (NRS 389.520.2). The standard adopted by the Council for "Digital Citizenship" requires that students understand human, cultural, and societal issues related to technology and practice legal and ethical behavior. The school district adopts that standard and the strands for education in computer education and technology which require that students:
  1. Advocate and practice safe, legal, and responsible use of information and technology;
  2. Exhibit a positive attitude toward using technology that supports collaboration, learning, and productivity;
  3. Demonstrate personal responsibility for lifelong learning; and
  4. Exhibit leadership for digital citizenship.The complete set of Nevada Computer and Technology Standards are available online at [http://www.doe.nv.gov/APAC\\_Computer\\_Technology/](http://www.doe.nv.gov/APAC_Computer_Technology/). These standards include indicators for how the strands are applied within specific grade bands in Nevada.

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As required by NRS 388.139, the school district will include this policy and the text of the provisions of NRS 388.121 to 388.145, inclusive, within each copy of the rules of behavior for pupils that the school district provides to pupils under the heading "Bullying and Cyber-Bullying Is Prohibited in Public Schools." The school district will also post this policy on its internet website. Upon the request of a parent or legal guardian, the school district will provide a parent or legal guardian with a written copy of the policy.

### **IV. Requirements and Methods for Reporting Violations; Investigations**

#### **Reporting Violations:**

- A. Any person who believes that he or she has been a victim of bullying or cyber-bullying by a member of 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 is encouraged and instructed to adhere to the following reporting mechanism:
  1. **Pupils.** School district pupils who are targets of bullying or cyber-bullying and pupils who have first-hand knowledge of such bullying or cyber-bullying should report any incident(s) to a teacher, counselor, or school administrator.
  2. **Employees.** A teacher or other staff member who witnesses a violation of the prohibition on bullying and cyber-bullying, or receives information that a violation has occurred (including overhearing, or receiving a report, formal or informal, written or oral, of bullying or cyber-bullying) must verbally report the violation to the principal or designee on the day on which the teacher or other staff member witnessed the violation or received information regarding the occurrence of a violation.

#### **School Principal Investigations:**

The principal or designee must initiate an investigation not later than one day after receiving notice of the violation.

- A. The principal or designee must provide written notice of a reported violation to the parent or legal guardian of each pupil involved in the reported violation. The notice must include a statement that the principal or designee will be conducting an investigation into the reported violation and that the parent or legal guardian may discuss with the principal or the designee any counseling and intervention services that are available to the pupil.
- B. The investigation must be completed within 10 days after the date on which the investigation was initiated and, if a violation is found to have occurred, include recommendations concerning the imposition of disciplinary action or other measures to be imposed as a result of the violation, in accordance with the policy governing disciplinary action adopted by the school district board of trustees.

#### **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.

#### **Appeal of Disciplinary Decision:**

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.

**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.

**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.

**V. Professional Development**

The school district superintendent will provide for the appropriate training of all administrators, 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.

**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 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.

**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.

**Text of NRS 388.121 to 388.145 – Provision of Safe and Respectful Learning Environment**

**General Provisions**

NRS 388.121 Definitions. As used in NRS 388.121 to 388.145, inclusive, unless the context otherwise requires, the words and terms defined in NRS 388.122, 388.123 and 388.124 have the meanings ascribed to them in those sections.

NRS 388.122 “Bullying” defined. “Bullying” means a willful act which is written, verbal or physical, or a course of conduct on the part of one or more persons which is not authorized by law and which exposes a person repeatedly and over time to one or more negative actions which is highly offensive to a reasonable person and:

- 1. Is intended to cause or actually causes the person to suffer harm or serious emotional distress;
- 2. Exploits an imbalance in power between the person engaging in the act or conduct and the person who is the subject of the act or conduct;
- 3. Poses a threat of immediate harm or actually inflicts harm to another person or to the property of another person;
- 4. Places the person in reasonable fear of harm or serious emotional distress; or
- 5. Creates an environment which is hostile to a pupil by interfering with the education of the pupil.

NRS 388.123 “Cyber-bullying” defined. “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 section, “sexual image” has the meaning ascribed to it in NRS 200.737.

NRS 388.124 “Electronic communication” defined. “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.

NRS 388.125 “Harassment” defined. Repealed. (See chapter 339, Statutes of Nevada 2013, at page 1661.)

NRS 388.129 “Intimidation” defined. Repealed. (See chapter 339, Statutes of Nevada 2013, at page 1661.)

NRS 388.132 Legislative declaration concerning safe and respectful learning environment. The 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 bullying or cyber-bullying seriously interferes with the ability of teachers to teach in the classroom and the ability of pupils to learn;
- 3. The use of the Internet by pupils in a manner that is ethical, safe and secure is essential to a safe and respectful learning environment and is essential for the successful use of technology;
- 4. 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 bullying and cyber-bullying; and
  - (c) All persons in public schools are entitled to maintain their own beliefs and to respectfully disagree without resorting to bullying, cyber-bullying or violence; and
- 5. 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.

NRS 388.1325 Bullying Prevention Account: Creation; acceptance of gifts and grants; credit of interest and income; authorized uses by school district that receives grant.

1. The Bullying Prevention Account is hereby created in the State General Fund, to be administered by the Superintendent of Public Instruction. The Superintendent of Public Instruction may accept gifts and grants from any source for deposit into the Account. The interest and income earned on the money in the Account must be credited to the Account.

2. In accordance with the regulations adopted by the State Board pursuant to NRS 388.1327, a school district that applies for and receives a grant of money from the Bullying Prevention Account shall use the money for one or more of the following purposes:

- (a) The establishment of programs to create a school environment that is free from bullying and cyber-bullying;
- (b) The provision of training on the policies adopted by the school district pursuant to NRS 388.134 and the provisions of NRS 388.121 to 388.145, inclusive; or
- (c) The development and implementation of procedures by which the public schools of the school district and the pupils enrolled in those schools can discuss the policies adopted pursuant to NRS 388.134 and the provisions of NRS 388.121 to 388.145, inclusive.

NRS 388.1327 Regulations. The State Board shall adopt regulations:

1. Establishing the process whereby school districts may apply to the State Board for a grant of money from the Bullying Prevention Account pursuant to NRS 388.1325.
2. As are necessary to carry out the provisions of NRS 388.121 to 388.145, inclusive.

#### **Policies; Informational Pamphlet; Program of Training**

NRS 388.133 Policy by Department concerning safe and respectful learning environment.

1. The Department shall, in consultation with the boards of trustees of school districts, educational personnel, local associations and organizations of parents whose children are enrolled in public schools throughout this State, and individual parents and legal guardians whose children are enrolled in public schools throughout this State, prescribe by regulation a policy for all school districts and public schools to provide a safe and respectful learning environment that is free of bullying and cyber-bullying.

2. The policy must include, without limitation:

- (a) Requirements and methods for reporting violations of NRS 388.135; and
- (b) A policy 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 a school district. The policy must include, without limitation:

(1) 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;

(2) Training in methods to prevent, identify and report incidents of bullying and cyber-bullying;

(3) Methods to improve the school environment in a manner that will facilitate positive human relations among pupils; and

(4) Methods to teach skills to pupils so that the pupils are able to replace inappropriate behavior with positive behavior.

NRS 388.134 Policy by school districts for provision of safe and respectful learning environment and policy for ethical, safe and secure use of computers; provision of training to board of trustees and school personnel; posting of policies on Internet website; annual review and update of policies. The board of trustees of each school district shall:

1. Adopt the policy prescribed pursuant to NRS 388.133 and the policy prescribed pursuant to subsection 2 of NRS 389.520. The board of trustees may adopt an expanded policy for one or both of the policies if each expanded policy complies with the policy prescribed pursuant to NRS 388.133 or pursuant to subsection 2 of NRS 389.520, as applicable.

2. Provide for the appropriate training of members of the board of trustees and all administrators, principals, teachers and all other personnel employed by the board of trustees in accordance with the policies prescribed pursuant to NRS 388.133 and pursuant to subsection 2 of NRS 389.520. For members of the board of trustees who have not previously been elected or appointed to the board of trustees or for employees of the school district who have not previously been employed by the district, the training required by this subsection must be provided within 180 days after the member begins his or her term of office or after the employee begins his or her employment, as applicable.

3. Post the policies adopted pursuant to subsection 1 on the Internet website maintained by the school district.

4. Ensure that the parents and legal guardians of pupils enrolled in the school district have sufficient information concerning the availability of the policies, including, without limitation, information that describes how to access the policies on the Internet website maintained by the school district. Upon the request of a parent or legal guardian, the school district shall provide the parent or legal guardian with a written copy of the policies.

5. Review the policies adopted pursuant to subsection 1 on an annual basis and update the policies if necessary. If the board of trustees of a school district updates the policies, the board of trustees must submit a copy of the updated policies to the Department within 30 days after the update.

NRS 388.1341 Development of informational pamphlet by Department; annual review and update; posting on Internet website; development of tutorial.

1. The Department, in consultation with persons who possess knowledge and expertise in bullying and cyber-bullying, shall, to the extent money is available, develop an informational pamphlet to assist pupils and the parents or legal guardians of pupils enrolled in the public schools in this State in resolving incidents of bullying or cyber-bullying. If developed, the pamphlet must include, without limitation:

(a) A summary of the policy prescribed by the Department pursuant to NRS 388.133 and the provisions of NRS 388.121 to 388.145, inclusive;

(b) A description of practices which have proven effective in preventing and resolving violations of NRS 388.135 in schools, which must include, without limitation, methods to identify and assist pupils who are at risk for bullying and cyber-bullying; and

(c) An explanation that the parent or legal guardian of a pupil who is involved in a reported violation of NRS 388.135 may request an appeal of a disciplinary decision made against the pupil as a result of the violation, in accordance with the policy governing disciplinary action adopted by the board of trustees of the school district.

2. If the Department develops a pamphlet pursuant to subsection 1, the Department shall review the pamphlet on an annual basis and make such revisions to the pamphlet as the Department determines are necessary to ensure the pamphlet contains current information.

3. If the Department develops a pamphlet pursuant to subsection 1, the Department shall post a copy of the pamphlet on the Internet website maintained by the Department.

4. To the extent the money is available, the Department shall develop a tutorial which must be made available on the Internet website maintained by the Department that includes, without limitation, the information contained in the pamphlet developed pursuant to subsection 1, if such a pamphlet is developed by the Department.

NRS 388.1342 Establishment of programs of training by Department; completion of program by members of State Board of Education and boards of trustees; completion of program by administrators in prevention of violence and suicide; annual review and update.

1. The Department, in consultation with persons who possess knowledge and expertise in bullying and cyber-bullying shall:

(a) Establish a program of training on methods to prevent, identify and report incidents of bullying and cyber-bullying for members of the State Board.

(b) Establish a program of training on methods to prevent, identify and report incidents of bullying and cyber-bullying for members of the boards of trustees of school districts.

(c) Establish a program of training for school district and charter school personnel to assist those persons with carrying out their powers and duties pursuant to NRS 388.121 to 388.145, inclusive.

(d) Establish a program of 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.

2. Each member of the State Board shall, within 1 year after the member is elected or appointed to the State Board, complete the program of training on bullying and cyber-bullying established pursuant to paragraph (a) of subsection 1 and undergo the training at least one additional time while the person is a member of the State Board.

3. Except as otherwise provided in NRS 388.134, each member of a board of trustees of a school district shall, within 1 year after the member is elected or appointed to the board of trustees, complete the program of training on bullying and cyber-bullying established pursuant to paragraph (b) of subsection 1 and undergo the training at least one additional time while the person is a member of the board of trustees.

4. Each administrator of a public school shall complete the program of training established pursuant to paragraph (d) of subsection 1:

(a) Within 90 days after becoming an administrator;

(b) Except as otherwise provided in paragraph (c), at least once every 3 years thereafter; and

(c) At least once during any school year within which the program of training is revised or updated.

5. Each program of training established pursuant to subsection 1 must, to the extent money is available, be made available on the Internet website maintained by the Department or through another provider on the Internet.

6. The board of trustees of a school district may allow school district personnel to attend the program established pursuant to paragraph (c) or (d) of subsection 1 during regular school hours.

7. The Department shall review each program of training established pursuant to subsection 1 on an annual basis to ensure that the program contains current information.

#### **School Safety Team**

NRS 388.1343 Establishment by principal of each school; duties of principal. The principal of each public school or his or her designee shall:

1. Establish a school safety team to develop, foster and maintain a school environment which is free from bullying and cyber-bullying;

2. Conduct investigations of violations of NRS 388.135 occurring at the school; and

3. Collaborate with the board of trustees of the school district and the school safety team to prevent, identify and address reported violations of NRS 388.135 at the school.

NRS 388.1344 Membership; chair; duties.

1. Each school safety team established pursuant to NRS 388.1343 must consist of the principal or his or her designee and the following persons appointed by the principal:

(a) A school counselor;

(b) At least one teacher who teaches at the school;

(c) At least one parent or legal guardian of a pupil enrolled in the school; and

- (d) Any other persons appointed by the principal.
- 2. The principal or his or her designee shall serve as the chair of the school safety team.
- 3. The school safety team shall:
  - (a) Meet at least two times each year;
  - (b) Identify and address patterns of bullying or cyber-bullying;
  - (c) Review and strengthen school policies to prevent and address bullying or cyber-bullying;
  - (d) Provide information to school personnel, pupils enrolled in the school and parents and legal guardians of pupils enrolled in the school on methods to address bullying and cyber-bullying; and
  - (e) To the extent money is available, participate in any training conducted by the school district regarding bullying and cyber-bullying.

**Prohibition of Bullying and Cyber-Bullying; Reporting and Investigation of Violations**

NRS 388.135 Bullying and cyber-bullying prohibited. A member of the board of trustees of a school district, any employee of the board of trustees, 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 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.

NRS 388.1351 Staff member required to report violation to principal; written notice of reported violation to parent of each pupil involved; time period for initiation and completion of investigation; authorization for parent to appeal disciplinary decision.

1. A teacher or other staff member who witnesses a violation of NRS 388.135 or receives information that a violation of NRS 388.135 has occurred shall verbally report the violation to the principal or his or her designee on the day on which the teacher or other staff member witnessed the violation or received information regarding the occurrence of a violation.

2. The principal or his or her designee shall initiate an investigation not later than 1 day after receiving notice of the violation pursuant to subsection 1. The principal or the designee shall provide written notice of a reported violation of NRS 388.135 to the parent or legal guardian of each pupil involved in the reported violation. The notice must include, without limitation, a statement that the principal or the designee will be conducting an investigation into the reported violation and that the parent or legal guardian may discuss with the principal or the designee any counseling and intervention services that are available to the pupil. The investigation must be completed within 10 days after the date on which the investigation is initiated and, if a violation is found to have occurred, include recommendations concerning the imposition of disciplinary action or other measures to be imposed as a result of the violation, in accordance with the policy governing disciplinary action adopted by the board of trustees of the school district.

3. The parent or legal guardian of a pupil involved in the reported violation of NRS 388.135 may appeal a disciplinary decision of the principal or his or her designee, made against the pupil as a result of the violation, in accordance with the policy governing disciplinary action adopted by the board of trustees of the school district.

NRS 388.1352 Establishment of policy by school districts for employees to report violations to law enforcement. The board of trustees of each school district, in conjunction with the school police officers of the school district, if any, and the local law enforcement agencies that have jurisdiction over the school district, shall establish a policy for the procedures which must be followed by an employee of the school district when reporting a violation of NRS 388.135 to a school police officer or local law enforcement agency.

NRS 388.1353 Principal required to submit report of violations for each semester to school district; review and compilation of reports by school district; submission of compilation to Department. Repealed. (See chapters 379 and 393, Statutes of Nevada 2013, at pages 2042 and 2141.)

NRS 388.1355 Compilation of reports by Superintendent of Public Instruction; submission of written compilation to Attorney General. Repealed. (See chapters 379 and 393, Statutes of Nevada 2013, at pages 2042 and 2141.)

NRS 388.136 School officials prohibited from interfering with disclosure of violations.

1. A school official shall not directly or indirectly interfere with or prevent the disclosure of information concerning a violation of NRS 388.135.

2. As used in this section, "school official" means:

- (a) A member of the board of trustees of a school district; or
- (b) A licensed or unlicensed employee of a school district.

(Added to NRS by 2005\_705)

NRS 388.137 Immunity for reporting of violations; exceptions; recommendation for disciplinary action if person who made report acted with malice, intentional misconduct, gross negligence or violation of law.

1. No cause of action may be brought against a pupil or an employee or volunteer of a school who reports a violation of NRS 388.135 unless the person who made the report acted with malice, intentional misconduct, gross negligence, or intentional or knowing violation of the law.

2. If a principal determines that a report of a violation of NRS 388.135 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 board of trustees of the school district.

**Rules of Behavior; Week of Respect**

NRS 388.139 Text of certain provisions required to be included in rules of behavior. Each school district shall include the text of the provisions of NRS 388.121 to 388.145, inclusive, and the policies adopted by the board of trustees of the school district pursuant to NRS 388.134 under the heading "Bullying and Cyber-Bullying Is Prohibited in Public Schools," within each copy of the rules of behavior for pupils that the school district provides to pupils pursuant to NRS 392.463.

NRS 388.145 Requirements for delivery of information during annual "Week of Respect." The board of trustees of each school district and the governing body of each charter school shall determine the most effective manner for the delivery of information to the pupils of each public school during the "Week of Respect" proclaimed by the Governor each year pursuant to NRS 236.073. The information delivered during the "Week of Respect" must focus on:

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