

SAFE AND RESPECTFUL LEARNING ENVIRONMENT

I. Harassment and Intimidation are Prohibited in Public Schools

- A. The Clark 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 Clark County School District demonstrate appropriate behavior on the premises of any public school, at a school-sponsored event, or on a school bus by treating other persons, including, without limitation, pupils, with civility and respect and by refusing to tolerate harassment and intimidation.
- B. 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, at a school-sponsored event, or on a school bus.
- C. It is the intent of this policy that all persons in the Clark County School District are entitled to maintain their own beliefs and to disagree respectfully 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 all persons with differing beliefs be free from harassment and abuse.
- D. The Clark 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."

II. Requirements and Methods for Reporting Violations of NRS 388.135

- A. The Clark County School District shall assure that any person who believes that he or she has been a victim of harassment or intimidation as defined by NRS 388.125 and/or NRS 388.129 by any or all individuals as specified by NRS 388.135 be encouraged and instructed to adhere to the following reporting mechanism:

1. Students. It is the policy of the Clark 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 any incident(s) to a teacher, counselor, or a school administrator. (Reference 5141.2 regarding Discipline: Harassment)
2. Employees. Any Clark County School District employee who witnesses, overhears, or receives a report, formal or informal, written or oral, of harassment or intimidation at school, at a 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 Affirmative Action Officer or Superintendent. Contact information on current Affirmative Action Officers/Title IX Officers is available on the Department of Education Web site at [www.doe.nv.gov/titleix](http://www.doe.nv.gov/titleix). If the report involves a board of trustees member or the district superintendent, the reporter shall contact the Nevada Department of Education equity coordinator.

### III. 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. The Clark County School District shall include the text of the provisions of NRS 388.125 to 388.135, inclusive, and the policy adopted by the board of trustees of the school district pursuant to section 3 of AB 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 pursuant to NRS 392.463.

### IV. Professional Development

- A. The superintendent shall develop methods of discussing the meaning and substance of this policy with staff in order to help prevent harassment.
- B. In addition to informing staff and students about the 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 Clark 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.

Review Responsibility: Instruction Unit  
Adopted: [5137: 7/13/06]