

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 104
OBJECTIVES**

NONDISCRIMINATION

The Board of Trustees is committed to providing a working and learning environment that is free from unlawful discrimination and harassment. The District does not discriminate on the basis of race, color, national origin, ancestry, disability, age, marital status, sex, sexual orientation, or gender identity or expression, or any other category protected by applicable state or federal law in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Harassment based on any of the above-protected categories is a form of unlawful discrimination and will not be tolerated within the District. Harassment is intimidation or abusive behavior toward a student or employee that creates a hostile environment and can result in disciplinary action against the offending student or employee. Harassing conduct may take many forms, including verbal remarks and name-calling, graphic and written statements or conduct that is physically threatening or humiliating. Sex discrimination includes sexual harassment and sexual violence, and these actions are strictly prohibited.

This nondiscrimination policy covers admission and access to participation in, and treatment or employment in District programs and activities, including career and technical education programs. The lack of English language skills will not be a barrier to admission to or participation in any District programs and activities.

Federal civil rights laws prohibit discrimination against an individual because the person has opposed any discriminatory act or practice or because that person has filed a charge, testified, assisted or participated in any investigation, proceeding or hearing. The Americans with Disabilities Act (ADA) also prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the ADA. The Board prohibits retaliation against anyone who files a complaint or who participates in a complaint investigation regarding allegations of violations of this nondiscrimination policy.

The Board authorizes and directs the Superintendent or his/her designee to develop, implement, and revise procedures necessary to implement this nondiscrimination policy.

The following person(s) has been designated to handle inquiries regarding non-discrimination pursuant to the Americans with Disabilities Act (As Amended), Section 504 of the Rehabilitation Act of 1973 (As Amended), Title VI, Title VII, Title IX and other civil rights or discrimination issues :

Title IX and Section 504/ADA Coordinator
Carson City School District
1402 W. King Street
Carson City, NV 89703
775-283-2100

POLICY No. 104 CONTINUED

The District shall continue to promote good human relations by removing all vestiges of prejudice and discrimination in employment, assignment and promotion of personnel; in location and use of facilities; in curriculum development and instructional materials; and in the availability of programs for students. To ignore such concern is morally wrong, economically wasteful and socially dangerous.

The District shall continue to re-examine thoroughly all parts of the curriculum to make sure that it emphasizes positive human relationships. The instructional materials used in the schools must accurately portray the history, contributions and culture of the various ethnic groups in our society. Students from minority groups must be helped to establish their identity within their own group as well as the total society.

It is essential that staff, students, parents and citizens become more aware of human relations concerns in the school and community. The District shall train all staff members to help them become more responsive to the needs of students. It shall also develop programs that will increase the awareness of students, parents and citizens of the cultural diversity of others.

The Board shall continue to re-examine its policies and procedures to determine their effect on individual and group behavior and to make whatever changes are necessary to improve human relations.

Legal References:

Title VI of the Civil Rights Act of 1964, as amended, 42 USC 2000(d)
Title VII of the Civil Rights Act of 1964, as amended, 42 USC 2000(e)
Title IX of the Education Amendments of 1972, 20 USC 1681-1683
Americans with Disabilities Act, as amended, 42 USC 12101-12213
Rehabilitation Act of 1973, as amended, 29 USC 791, 793 and 794
Boy Scouts of America Equal Access Act, 20 USC 7905

Adopted: August 29, 1979
Update: November 26, 2002
Revised: December 8, 2009
October 27, 2015