

Employee Bullying – Safe and Respectful Working/Learning Environment

The District is committed to a safe and respectful learning environment free from bullying, cyber-bullying, harassment, and intimidation. The District prohibits a member of the board of trustees, any employee of the board of trustees, including, without limitation, an administrator, principal, teacher, or other staff member, or any student from engaging in bullying, cyber-bullying, harassment, or intimidation on the premises of any public school, at an activity sponsored by a public school or on any school bus. The District will promptly investigate allegations of such misconduct in accordance with state law and take disciplinary action when appropriate.

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 violence, bullying, cyber-bullying, harassment, and/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.

The superintendent shall use all reasonable means to inform students, employees, and parents/guardians that the District will not tolerate bullying, cyber-bullying, harassment, or intimidation. The superintendent will provide for the appropriate training of all administrators, principals, teachers, and all other personnel employed by this District. The superintendent will provide for age-appropriate methods of discussing the meaning and substance of this policy with students.

The District prohibits retaliation against any employee or student because he or she has made a report of bullying, cyber-bullying, harassment, or intimidation, or because he or she has testified, assisted, or participated in the investigation of such a report. Such retaliation is a violation of this policy prohibiting bullying, cyber-bullying, harassment, and intimidation, and the District will take disciplinary action when appropriate.

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.