

Code: AC  
Adopted: October 13, 2005  
Revised: September 9, 2020

## **EQUAL EDUCATIONAL OPPORTUNITY; EQUAL EMPLOYMENT OPPORTUNITY; NONDISCRIMINATION**

### **Notice of Nondiscrimination**

Lincoln County School District (“the school district”) does not discriminate on the basis of race, color, religion, national origin, ancestry, disability, age, marital status, sex, sexual orientation, gender identity or expression, or any other category protected by applicable state or federal law in its program and activity, including employment, and provides equal access to the Boy Scouts of America and other designated youth groups.

In keeping with requirements of federal and state law, the school district strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

### **Notice of Nondiscrimination on the Basis of Sex Under Title IX**

Lincoln County School District does not discriminate on the basis of sex in the education program or activity that it operates, and the school district is required by Title IX and 34 CFR Part 106 not to discriminate in this manner. The requirement not to discriminate in the school district’s education program or activity extends to employment.

Inquiries about the application of Title IX and the Title IX regulations to Lincoln County School District may be referred to the school district’s Title IX Coordinator, or to the Assistant Secretary at the U.S. Department of Education, or both.

The school district has designated the following employee to coordinate its efforts to comply with Title IX. The school district’s Title IX Coordinator is:

Sharon Dirks, Director of Human Resources  
Lincoln County School District  
1191 E. Edwards Street  
Panaca, NV 89042  
(775)726-3772  
sdirks@lcsdnv.com

The Assistant Secretary may be contacted at:

Assistant Secretary for Civil Rights  
U.S. Department of Education  
400 Maryland Ave., S.W.  
Washington, D.C. 20202

### **Notice of Nondiscrimination on the Basis of Disability**

Lincoln County School District shall ensure that no qualified person with a disability shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program of the school district. Lincoln County School District, in providing any aid, benefit, or service, shall not, directly or through contractual, licensing, or other arrangements, on the basis of disability:

- a. deny a qualified person with a disability the opportunity to participate in or benefit from the aid, benefit, or service;
- b. afford a qualified person with a disability an opportunity to participate in or benefit from the aid, benefit, or service that is not equal to that afforded others;
- c. provide a qualified person with a disability with an aid, benefit, or service that is not as effective as that provided to others;
- d. provide different or separate aid, benefits, or services to persons with disabilities or to any class of disabled persons unless such action is necessary to provide qualified handicapped persons with aid, benefits, or services that are as effective as those provided to others;
- e. deny a qualified person with a disability the opportunity to participate as a member of planning or advisory boards; or
- f. otherwise limit a qualified person with a disability in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by others receiving an aid, benefit, or service.

### **Prohibition on Retaliation**

Lincoln County School District is committed to providing an educational and work environment that is free from all forms of retaliation. The school district prohibits and will not tolerate retaliation against any employee or student who brought a claim of discrimination, participated in an investigation, proceeding or hearing concerning a claim of discrimination, or who in good faith has opposed a practice he or she reasonably believes constituted prohibited discrimination. The school district will take prompt and equitable action to eliminate such retaliation.

### **Grievance Procedures**

The school district has established grievance procedures and processes to address allegations of discrimination, including harassment.

#### **Employee Complaints:**

1. For employee complaints alleging bullying, harassment (**except sexual harassment prohibited by Title IX**), discrimination and/or retaliation, see the procedures in Board Policy GBB1 and Administrative Regulation GBB1-AR (harassment, discrimination, retaliation) and Board Policy GBBC and Administrative Regulation GBBC-AR (employee bullying and cyber-bullying).
2. For employee complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy JBA/GBN and Administrative Regulation JBA/GBN-AR.

3. For employee complaints alleging discrimination, including harassment, based on disability, see the procedures in Board Policy ACA and Administrative Regulation ACA-AR.

Student Complaints:

4. For student complaints alleging bullying and/or cyber-bullying (**except sexual harassment prohibited by Title IX**), see the procedures in Board Policy JFCFA and Administrative Regulation JFCFA-AR, and Board Policy GBB5 and Administrative Regulation GBB5-AR.
5. For student complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy JBA/GBN and Administrative Regulation JBA/GBN-AR.
6. For student complaints alleging discrimination, including harassment, based on disability, see the procedures in Board Policy JBAA and Administrative Regulation JBAA-AR.

Other Complaints:

7. For all other complaints alleging discrimination, including harassment, see the grievance procedures in Board Policy AC and Administrative Regulation AC-AR.

If an employee or volunteer has reasonable cause to believe that sexual harassment in violation of Title IX arises to abuse or neglect under NRS 432B and/or NRS 392.275 *et seq.*, such misconduct will be reported to law enforcement officials and/or Child Protective Service agency personnel in accordance with the procedures set forth in Board policies and regulations concerning mandatory reporting. These procedures are addressed in Board Policy GBB2 and Administrative Regulation GBB2-AR.

**Contact Information**

For student-related disability discrimination concerns, contact the following person:

Jessica Jones, Director of Special Education  
Section 504 Coordinator  
Lincoln County School District  
1191 E. Edwards Street  
Panaca, NV 89042  
(775) 725-3351  
jjones@lcsdnv.com

For all other concerns, including any arising under Title IX, contact the following person:

Sharon Dirks, Director of Human Resources  
Lincoln County School District  
1191 E. Edwards Street  
Panaca, NV 89042  
(775)726-3772  
sdirks@lcsdnv.com

**Legal Reference(s):**

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, Amendments Act of 2008, 42 USC 12101-12213

Section 504, Rehabilitation Act of 1973, 29 USC 791, 793 and 794

Boy Scouts of America Equal Access Act, 20 USC 7905

Nevada Revised Statutes, 388.121 *et seq.*, Provision of Safe and Respectful Learning Environment

Nevada Revised Statutes, 392.275 *et seq.*, Reports of Abuse, Neglect and Other Illegal Conduct

Nevada Revised Statutes, 432B.010 *et seq.*, Protection of Children from Abuse and Neglect

Nevada Revised Statutes, 651.050 *et seq.*, Equal Enjoyment of Places of Public Accommodation