

Code: AC
Adopted: October 13, 2005
Revised: August 14, 2024

EQUAL EDUCATIONAL OPPORTUNITY; EQUAL EMPLOYMENT OPPORTUNITY; NONDISCRIMINATION

Notice of Nondiscrimination

Lincoln County School District (“The 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 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

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

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

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

Director of Human Resources Lincoln County
School District
1191 E. Edwards Street
Panaca, NV 89042
(775)728-8000
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

The 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 District. The 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

The District is committed to providing an educational and work environment that is free from all forms of retaliation. The 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 District will take prompt and equitable action to eliminate such retaliation.

Grievance Procedures

The 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 Discrimination Based on Race, Student Bullying and Cyber-bullying – Safe and Respectful Learning Environment.
2. For employee complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy Nondiscrimination on the Basis of Sex Under Title IX.

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 Safe and Respectful Learning Environment Free from Bullying and Cyber-bullying.
5. For student complaints alleging sexual harassment prohibited by Title IX, see the grievance process in Board Policy Nondiscrimination on the Basis of Sex Under Title IX.
6. For student complaints alleging discrimination, including harassment, based on disability, see the procedures in Board Policy Non-Discrimination on the Basis of Disability Under Section 504 of the Rehabilitation Act of 1973.

Other Complaints:

7. For all other complaints alleging discrimination, including harassment, see the grievance procedures in Board Policy.

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 Child Abuse or Neglect.

Contact Information

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

Director of Special Education
Section 504 Coordinator
Lincoln County School District
1191 E. Edwards Street
Panaca, NV 89042
(775) 728-8000
kkeene@lcsdnv.com

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

Director of Human Resources Lincoln County
School District
1191 E. Edwards Street
Panaca, NV 89042
(775)728-8000
sdirks@lcsdnv.com