

## WHAT HAPPENS NEXT?

1. The school must immediately make sure that all students involved are safe and the principal or designee will determine if Law Enforcement needs to be involved.
2. Parents of students directly involved in the reported bullying incident must be notified that an investigation will be conducted. Parents must be notified before the time the school office closes on the school day that the report was made. If the bullying incident was reported after school office hours, the principal or designee will immediately notify the parents on the following day that it was reported.
3. A Safety Plan must be developed for the alleged victim and the alleged aggressor to ensure that both parties are safe.
4. The principal and/or designee will investigate by gathering statements from the alleged victim, alleged aggressor, and witnesses.
5. The investigation must be completed within five days from the day it was reported or within seven days if extenuating circumstances prevent the investigation from being completed in a timely manner.
6. After completing the investigation, the principal and/or designee will notify the parents about the result of the investigation and must send them a copy of the result.
7. The Safety Plan must be finalized and sent home to the parent(s)/guardian(s) for their signature to acknowledge the receipt of the Safety Plan.
8. If the result of the investigation is **Unsubstantiated** the principal and/or designee will still ensure that the incident leading to the allegation is resolved.
9. If the result of the investigation is **Substantiated**, the principal and/or designee will impose a resolution depending on the level of the offense.
10. If any of the parties do not agree with the result of the investigation, an appeal can be filed through the school district's appeal process.

## WHAT ARE YOUR RIGHTS?



- If your child is found to have been involved in a bullying incident, whether as the alleged victim or the alleged aggressor, but you do not agree with the decision, you may appeal the decision. (Refer to the appeal process.)
- If the school finds that bullying did not occur, information concerning the incident is not allowed to be included in the record of the reported alleged aggressor. **NRS 388.1351(7).**
- If a child is investigated for bullying, but the school team finds that the actions were a result of the child's disability, and those actions are addressed under the child's individualized educational program, the school cannot apply the bullying laws. The school must still notify the parent(s)/guardian(s) of all reported victims and ensure that the incident has been addressed. **NRS 388.13535(4a)**
- If your child is found to be a victim of bullying, you may request that he or she be placed at another school within your district. Contact your school district's main office for more information. **NRS 388.1351(11)**

## BULLYING APPEAL

NAC 388.915

### SCHOOL LEVEL

The principal must conduct further investigations to determine if the decision from the original investigation is warranted.

### DISTRICT LEVEL

If the parent or guardian does not agree with the outcome of the investigation at the school level, they may appeal at the district level.

### STATE LEVEL

If the parent or guardian does not agree with the outcome of the investigation at the district level, they may appeal at the state level through OSRLE **within 30 days**.

## FOR MORE INFORMATION

Contact the Nevada Department of Education (NDE), Office for a Safe and Respectful Learning Environment (OSRLE) at (775)-678-9134

# BULLYING

## NRS 388.122-135

Schools have a duty to create and provide a safe and respectful learning environment for all students that is free of bullying and cyberbullying.



Parents and students may report **BULLYING, CYBERBULLYING, and/or DISCRIMINATION BASED ON RACE** via the SafeVoice platform. Online at [SafeVoiceNV.org](https://SafeVoiceNV.org). 24-hour hotline: 1 (833) 216-7233 Download the SafeVoice app.



## BULLYING

By definition, bullying (**NRS 388.122**) is a written, verbal, or electronic expression, or physical acts or gestures, or any combination thereof, that are directed at a person or group of persons, or a single severe and willful act or expression that is directed at a person or group of persons.

It does **NOT** include expressions, acts, or gestures that are engaged in as part of a mutual disagreement or conflict.

## CYBERBULLYING

Cyberbullying (**NRS 388.123**) is bullying through the use of electronic communication. The term includes the use of electronic communication to transmit or distribute a sexual image of a minor. "Sexual image" (**NRS 200.737**) means any visual depiction, including, without limitation, any photograph or video, of a minor simulating or engaging in sexual conduct or of a minor as the subject of a sexual portrayal.

## DISCRIMINATION BASED ON RACE

Discrimination based on race (**NRS 388.1235**) is any single, repeated, or pervasive act or acts, whether targeted to a specific person or targeted in general to any demographic identified in subsection 1:

1. Regarding the race, color, culture, religion, language, ethnicity, or national origin of a person that causes harm or creates a hostile work or learning environment, which may include, without limitation, jokes, threats, physical altercations or intimidation; and

2. That occurs in person, online, or any other setting, including, without limitation, in distance education.

## BULLYING BEHAVIORS

- Target someone based on their actual or perceived race, color, national origin, ancestry, religion, gender identity or expression, sexual orientation, physical or mental disability of a person, sex, or any other distinguishing characteristic or background of a person.
- Target someone based on their association with another person having one or more of those actual or perceived characteristics.

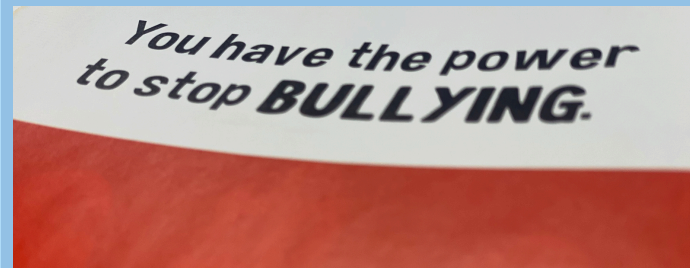
### THEY INCLUDE:

- Repeated or pervasive taunting, name-calling, belittling, mocking, or use of put-downs or demeaning humor
- Behavior that is intended to harm another person by damaging or manipulating his or her relationships with others, such as spreading false rumors
- Repeated or pervasive nonverbal threats or intimidation, such as the use of aggressive, menacing, or disrespectful gestures
- Threats of harm to a person, to his or her possessions, or to other persons
- Blackmail, extortion, or demands for protection money, or involuntary loans or donations
- Blocking access to any property or facility of a school
- Stalking
- Physically harmful contact with or injury to another person or his or her property.



## EFFECTS:

- Physically harming a person or damaging the property of a person
- Placing a person in reasonable fear of physical harm to the person or damage to the property of the person
- Creating an intimidating or hostile educational environment for the person
- Substantially interfering with the academic performance of a pupil or the ability of the person to participate in or benefit from services, activities, or privileges provided by a school



## REPORTING BULLYING, CYBERBULLYING, AND DISCRIMINATION BASED ON RACE:

### STUDENTS:

- Tell a trusted adult in your school: a counselor, teacher, coach, principal, etc.
- Tell your parents/family members and seek help to report it to the school administrators/school office.

### PARENTS:

- Reach out to the school office personnel, your child's classroom teacher, administrator, and/or school staff.

**NEVADA'S BULLYING LAWS DO NOT APPLY TO CHILDREN IN PRE-KINDERGARTEN OR TO INCIDENTS THAT OCCUR FROM ONE ADULT TO ANOTHER ADULT IN A SCHOOL SETTING OR ANY MANIFESTATION OF A DISABILITY.**



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