

# NEVADA JOINT UNION HIGH SCHOOL DISTRICT NONDISCRIMINATION AND SEXUAL HARASSMENT POLICY NOTICE

## Nondiscrimination

The Governing Board recognizes that the district is primarily responsible for complying with applicable state and federal laws and regulations governing educational programs.

The Governing Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on sex, race, color, religious creed, national origin, ancestry, age, marital or parental status, pregnancy, physical or mental disability, medical condition, Vietnam era veteran status, actual or perceived sexual orientation, or any other unlawful consideration. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

Any student who engages in discrimination of another students or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in discrimination may be subject to disciplinary action up to and including dismissal.

Any students, staff member, or parent who feels that discrimination has occurred should immediately contact the teacher, principals of the school, or district Title IX Coordinator. If the concern is not resolved, a formal complaint may be initiated at the school or by directly contacting the district Title IX Coordinator. Copies of the Uniform Complaint Form may be obtained from the school office or Title IX Coordinator. Unlawful discrimination complaints shall be initiated not later than six months from the date the alleged discrimination occurred, or the date the complainant first obtained knowledge of the facts of the alleged discrimination.

## Sexual Harassment

The district has adopted the following strict policy containing rules and procedures for reporting sexual harassment and pursuing remedies.

“The Governing Board prohibits unlawful sexual harassment of or by anyone in or from the district. Sexual harassment is unwelcome sexual advances, request for sexual favors, or other verbal, visual or physical contact of a sexual nature made by someone from or in the work or educational setting. Any student who engages in sexual harassment of another students or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to disciplinary action up to and including dismissal.”

Any student, staff member, or parent who feels that harassment has occurred should immediately contact the teacher, principal or the school, or district Title IX Coordinator. If the concern is not resolved, a formal complaint may be initiated at the school or by directly contacting the district Title IX Coordinator. Copies of the Uniform Complaint Form may be obtained from the school office or district Title IX Coordinator.

## To File a Complaint

1. **Filing a Complaint:** Submit a formal written complaint to the principal or Title IX Coordinator.
2. **Mediation:** Mediation is optional. It involves a third party to help in resolving the dispute. Mediation shall not extend the district’s timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time.
3. **Investigation:** The district will investigate the complaint and provide a written report of the investigation and decision within 30 days of when the complaint is filed.
4. **Appeals:** If the person making the complaint disagrees with the district’s decision, he/she has 5 working days to appeal the decision to the school district Board of Education. If dissatisfied with the district’s decision, the complainant has 15 days to appeal in writing to the California Department of Education.
5. **Civil Law Remedies:** A complainant may pursue civil law remedies outside of the district’s complaint procedures. Complainants may seek assistance from mediation centers or public/private interest attorneys. Civil law remedies that may be imposed by a court include, but are not limited to, injunctions and restraining orders. For discrimination complaints, however, a complainant must wait until 60 days have elapsed from the filing of an appeal with the California Department of Education before pursuing civil law remedies. The moratorium does not apply to injunctive relief and is applicable only if the district has appropriately, and in a timely manner, apprised the complainant of his/her right to file a complaint in accordance with 5 CCR 4622. Additional information is available in NJUHSD AR#1312.3 Uniform Complaint Procedures.

Complaints will be kept confidential.

The district prohibits retaliation against any participant in the complaint process. Each complaint shall be investigated promptly and in a way that respects the privacy of all parties concerned.

Copies of district complaint procedures shall be available free of charge.

**If you have a complaint  
contact a teacher, principal,  
site administrator or:**

**Title IX Coordinator  
District Office**

**11645 Ridge Road  
Grass Valley, CA 95945  
Phone: 273-3351**