

# **Lyon County School District Board Memo**

**Date:** April 22, 2025

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** Revisions to LCSD Board Policy AB: Non-Discrimination on the Basis of Sex Under Title IX

## **Recommendation**

That the Board of Trustees approves revisions to LCSD Board Policy AB: Non-Discrimination on the Basis of Sex Under Title IX as a first reading.

## **Background Information**

After each Nevada legislative session, the staff at POOL/PACT (our public agency insurance pool and risk management/human resources support entity) provide school districts with recommended policy changes based on the recent laws that were passed. Updating the LCSD policies to reflect the recommended changes keeps us in good standing with the insurance pool and mitigates our risk and liability. Please note that POOL/PACT expects school districts to adapt their recommended changes to meet the specific needs of the district, so long as the adaptations are consistent with the new NRS and federal employment laws. Therefore, the recommended changes from district administration may not match word for word with POOL/PACT's recommended language.

**Policy Overview:** LCSD's Policy AB: Non-Discrimination on the Basis of Sex Under Title IX prohibits discrimination based on sex in any of its educational programs or activities, in accordance with Title IX of the Education Amendments of 1972. This includes prohibitions against sexual harassment, sexual assault, dating and domestic violence, and stalking. Title IX applies to both students and employees and encompasses both on-campus and off-campus conduct.

The minor revisions in this policy has better defined terms, outlining sexual harassment under federal regulations mandatory reporting responsibilities for all district employees. Reports must be made promptly to the district's Title IX Coordinator. The policy ensures that all reports and formal complaints of sexual harassment are addressed promptly and equitably through a grievance process that meets federal Title IX requirements.

## **Budget Considerations**

None

## **Discussed at Previous Meeting**

No

## **Attachment(s)**

Lyon County School District Board Policy AB: Non-Discrimination on the Basis of Sex Under Title IX