

Disclosure and Reporting Protocols for Discrimination, Harassment, and Bullying

Nevada Coalition to End Domestic & Sexual Violence 2026

NRS [388.135](#) System of Public Instruction - Discrimination Based on Race, Bullying, and Cyberbullying Prohibited

- Nevada Revised Statute 388.135 states “ A member of a governing body, any employee of a governing body, including, without limitation, an administrator, teacher, or other staff member, a member of a club or organization which uses the facilities of any school, regardless of whether the club or organization has any connection to the school, or any pupil shall not engage in discrimination based on race, bullying, or cyberbullying on the premises of any school, at an activity sponsored by a school, or on any school bus”.

Who is protected under NRS 388.135?

- Students are the primary population considered during the writing of NRS 388.135.

[NRS 388.122](#) Bullying Defined

- Bullying is defined by NRS 388.122 as “written, verbal, or electronic expressions 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...the terms includes, without limitation:
 - Repeated, or pervasive taunting, name-calling, belittling, mocking, or use of put-downs or demeaning humor regarding the actual or perceived race, color, national origin, ancestry, religion, gender identity or expression, sexual orientation, physical or mental disability of person, sex, or any other distinguishing characteristic or background of a person.
 - Behavior that is intended to harm another person by damaging or manipulating his or her relationships with others by conduct that includes, without limitation, 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, whether such threats are transmitted verbally, electronically or in writing
- Blackmail, extortion, demands for protection money, involuntary loans, donations.
- Blocking access to any property of facility of a school
- Stalking
- Physically harmful contact with or injury to another person on his or her property.”

Differentiating Between Bullying and Harassment

- Bullying and harassment are two distinct, prohibited acts. Bullying describes a pattern of behavior intended to hurt, humiliate, or exclude an individual, while harassment describes a single, specific act where physical force or threat of physical force occurs.
- Many forms of bullying are not criminal offenses, while assault of any kind is always a criminal offense (National Bullying Prevention Center).

NRS 388.1235 Discrimination Based on Race Defined

- Discrimination based on race is defined as “any single or repeated or pervasive act or acts, whether target to or specific person or targeted in general to any demographic identified in subsection 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, and;
 - That occurs in person, online, or in any other setting including, without limitation, in a course of distance education.”

NRS 388.123 Cyberbullying Defined

- Cyberbullying is defined as 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.

NRS 388.1351 Reporting Protocols for Faculty Members and School Administrators

- Duty of the Faculty Member
 - NRS 388.1351(1) requires teachers, administrators, coaches, and other staff members who have witnessed or received information regarding discrimination

based on race, bullying, or cyberbullying to report the incident to their school administrator.

- NRS 388.1351(1) also specifies that this report must be made within the same day that the incident was witnessed by the faculty member or reported to them.
- NRS 388.1351(2) specifies that it is the duty of the school administrator, not the faculty member to determine whether or not bullying has occurred.
- **Duty of the School Administrator**
 - Per NRS 388.1351(2) the school administrator or designee has a duty to investigate reports of discrimination based on race, bullying, and harassment through the following process:
 - i. NRS 388.1351(2)(a): Taking immediate action stop the violating behavior and protect the safety and wellbeing of the reported victim or victims.
 - ii. NRS 388.1351(3)(a): Notify the parent(s) or guardian(s) of all students involved in the incident, whether they are the suspected aggressor or victim.
 - iii. NRS 388.1351(3)(b) Interview all students involved, as well as their parent(s) or guardian(s).
 - iv. NRS 388.1351(6) provide a written report of any findings and the conclusion of the investigation.
 - v. NRS 388.1351(8) Follow up with the victim no later than 10 school days to assess their wellbeing and ensure that the reported bullying behavior is not continuing.
 - vi. NRS 388.1351(9) and NRS 388.1351(10) Provide resources to the parent(s) or guardian(s) of the aggressor and victim.
 - vii. NRS 388.1351(11) Consider parent requests for school reassignment following substantiated acts of bullying, harassment, or discrimination based on race.

Integrating Trauma Informed Principles

- **Safety**
 - Prioritize the physical and emotional wellbeing of both the victim and aggressor.
 - The first action taken should be removing the student from the environment that the bullying, harassment, or discrimination is occurring.
 - Determine whether or not an emergency occurring - call 911 if students or faculty are in imminent danger.
 - Consider risk of retaliation towards the victim and methods to manage that risk.
- **Trustworthiness**

- Maintain confidentiality where possible, explaining to both the victim and the aggressor who information will be disclosed to, what kind of information will be disclosed, and when it will be disclosed.
- Use respectful and non-judgmental language, avoiding words or phrases that imply blame or lack of belief to the victimized student.
- Prioritize consistency in faculty communication and actions with the involved students, ensuring follow through with timelines, returning calls etc.
- Choice
 - Offer students choice where available and appropriate.
 - Allow students to make choices such as the location of the interview, taking breaks from interviews, having a supportive person present in the interview (where permissible regarding state law and school policy.)
- Empowerment
 - Validate the student's experience and acknowledge the bravery of their disclosure.
 - Collaborate with the student on safety planning to prevent further instances of bullying, discrimination, and harassment.
 - Provide students with information about available school and community-based resources (counseling, peer support, wellness centers etc.)
- Transparency
 - Explain the investigative and disciplinary process to the aggressor and victim.
 - If a crime against a minor student is disclosed during the reporting process, use age- appropriate language to explain mandated reporting laws to the student(s).
 - Follow up with students where permissible to check-in, discuss outcomes, etc (National Center for School Safety).

Differentiating Between the Need for Internal and External Reporting

- Discrimination, bullying, or cyberbullying between students
 - Per NRS 388.135, discrimination based on race, bullying, and harassment are prohibited acts on school property and during school sponsored events .
 - Per NRS 388.13535 Reporting and investigations may remain internal, except in situations when:
 - The bullying, discrimination, or harassment constitutes a criminal offense (i.e. assault, stalking, blackmail etc.)
 - The report is made via SafeVoice
 - In these instances, reporting to law enforcement agencies is legally required.

- Discrimination, bullying, or cyberbullying of a student by an adult
 - Discrimination based on race, bullying, and harassment are prohibited acts on school property and during school sponsored events, which includes school employees from committing them.
 - Reporting and investigations of an adult discriminating against or bullying maybe remain internal except in situations when:
 - The bullying, discrimination, or harassment constitutes a criminal offense (i.e. assault, stalking, blackmail etc.)
 - The report is made via SafeVoice
 - The school employee is professionally licensed, and their licensing board requires reporting instances of these acts.
 - In these instances, reporting to law enforcement agencies is legally required.
- Abuse or neglect of student by an adult
 - Abuse or neglect of any kind that has been perpetrated by an adult towards a minor child is always a crime.
 - Mandated reporting laws dictate these crimes must be reported to law enforcement or the Department of Children and Family Services.
 - Best practices for school districts strongly encourage a robust internal reporting protocol for instances of abuse and neglect.
- Assault of a student by another student OR assault of a student by an adult
 - NRS 200.471 defines assault as “Unlawfully attempting to use physical force against another person or intentionally placing another person ion reasonable apprehension of immediate bodily harm”.
 - If an action of a student perpetrated toward another student meets the definition of assault under NRS 200.471, it is a crime legally must be reported to both law enforcement and documented internally.

Using SafeVoice NV

- What is SafeVoice?
 - [SafeVoice](#) is a statewide, anonymous reporting system that allows students, parents, and faculty to report threats to safety or the well-being of students.
- How SafeVoice Works
 - Trained professionals are available 24/7 to respond to reports
 - A report can made by:
 - Calling 1-833-216-7233 OR

- Downloading the SafeVoice Nevada app
- Reports are always kept anonymous
- Access to SafeVoice
 - Students, parents, school faculty and community members can access SafeVoice Nevada at any time.

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