



CIVIL RIGHTS PRESENTATION FOR BRAVE SPACE

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Washoe County School District

Every Child, By Name And Face, To GraduationSM

A THREE-PART COURSE

- Day One: Introduction to the Brave Space program and overview of civil rights laws
- Day Two: Offering support to LGBTQ+ students
- Day Three: Cultural competency



LEARNING OBJECTIVES

1. Understand the purpose of the Brave Space program.
2. Become familiar with state and federal laws and District policies and regulations that prohibit discrimination in educational programs and activities.
3. Recognize what it means to be a member of a protected class.
4. Understand the District's political speech policy.
5. Identify the Brave Space placard.
6. Know the oversight structure for Brave Space.



Department of Civil Rights Compliance (DoCRC)

- Judy Prutzman, Director & Title IX Coordinator
- The DoCRC is part of the General Counsel's Office
- The DoCRC is a resource for questions regarding bullying, discrimination or harassment and investigative support
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Introductions

Why did you decide to enroll in Brave Space training?





PURPOSE OF THE BRAVE SPACE PROGRAM

- ▶ Provide a way for District employees to indicate that all students are welcome regardless of their sex, race, gender identity or other protected class.
- ▶ Provide a way to indicate to students that District employees can be approached to discuss their concerns regarding sex, race, gender identity or other sensitive topics.
- ▶ Provide further training to District employees who wish to provide additional support to students.



WHY BRAVE SPACE?

- ▶ Safe Space
- ▶ Expand the concept of Safe Space to include all students and student populations
- ▶ Students are reporting more stress and asking for more emotional support



WHY ARE WE DOING THIS?

District Strategic Goal 5.1

Board Policy 5700 – Safe and Respectful Learning Environment

Board Policy 9210 – Equity and Diversity



DISTRICT STRATEGIC GOAL 5.1

Provide and continuously improve a climate of belonging and self-worth and justice amongst students, families, staff, and the community that is centered around an inclusive, collaborative, equitable and engaging learning environment by providing equitable practices, strategies, and materials.



BOARD POLICY 5700 SAFE AND RESPECTFUL LEARNING ENVIRONMENT

“Create a safe and respectful learning environment free from race discrimination, bullying, and cyber-bullying in order for students to achieve success.”



BOARD POLICY 9210 EQUITY AND DIVERSITY

“Adopt procedures intended to achieve a diverse and equitable school community inclusive of, but not limited to, race, ethnicity, language, culture, gender, gender identity or expression, sexual orientation, religious and spiritual beliefs, age, and physical and learning abilities.”





DISTRICT POLICIES ON POLITICAL ACTIVITY AND STAFF SPEECH

- Board Policy 1310 and Administrative Regulation 1311: Political Activity
- Political Issues—what matters are deemed political activity?
- Board Policy 4500: Staff Freedom of Speech



The Brave Space Placard

Incorporates the “Progress Pride Flag”

- Six rainbow colors of the traditional gay pride flag
- Brown and black represent people of color and people living with or who have died from AIDS/HIV
- White, pink and light blue represent the transgender community
 - White represents those who are intersex, in transition, or non-binary



Protected Classes Under Federal Law

- Title VI of the Civil Rights Act of 1964
 - Prohibits discrimination based on race, color or national origin
- Title IX of the Educations Amendments of 1972
 - Prohibits discrimination based on sex



Title VI

Race, Color or National Origin

- Actual or perceived
- Includes country, world region, or place where a person or their ancestors come from
- English proficiency or English learner status
- Ethnic characteristics; can include membership in a religion perceived to exhibit such characteristics (Hindu, Jewish, Muslim, Sikh)



Title IX

Sex, Sexual Orientation and Gender Identity

- U.S. Supreme Court *Bostock* case (June 2020)
- Biden Executive Order (March 2021)
- Office of Civil Rights Notice of Interpretation (June 2021)



Title IX Prohibition of Sexual Harassment

Sexual harassment is a form of discrimination based on sex

Contact Title IX Coordinator if you are aware of any sexual misconduct occurring at school or during school activity:

- Student on Student
- Staff on Student
- Staff on Staff
- Student on Staff

Administrative Regulation 9201



Protected Classes Under State Law Definition of Bullying

Nevada Revised Statutes (“NRS”) Chapter 388

- Prohibits acts based upon a person’s actual or perceived race, color, national origin, ancestry, religion, gender identity or expression, sexual orientation, physical or mental disability, sex or any other distinguishing characteristic or background of a person



NRS Chapter 388 Also Prohibits “Discrimination Based on Race”

- Single, repeated or pervasive act or acts targeted to a specific person or targeted in general
- Regarding the race, color, culture, religion, language, ethnicity or national origin of a person
- Causes harm or creates a hostile work or learning environment
- Occurs in person, online or in any other setting



NRS Chapter 388 Bullying and Reporting



- Reporting requirements
- Notification of parents/guardians
- Two to five school days to investigate most incidents
- Safety plan



Administrative Regulation 5161 Gender Identity and Gender Non-Conformity

Rights and Protections for transgender and gender non-conforming students

- Right to Privacy
- Pronouns/Names
- Restroom Access
- Locker Rooms/Other Facilities
- Athletics/Sports Teams
- Dress Code
- Overnight Trips



Structure of Brave Space Program

Supervised by Principals at each site



Resources

- ✓ Counseling
- ✓ Equity and Diversity Department
- ✓ Department of Civil Rights Compliance



Confidentiality

1. Brave Space participants must be sensitive to issues regarding confidentiality.
2. Balance between protecting student privacy and duties as a mandatory and/or required reporter.
3. Make sure a student that wants to share sensitive information with you is aware that you are required to report:
 - a. Child Abuse
 - b. Sexual Abuse, Sexual Exploitation
 - c. Bullying
 - d. Suicidal Ideation
4. Mandatory Reporting (Administrative Regulation 4560)



QUESTIONS?

