Knowing and exercising your rights is an important part of bullying prevention.
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#SafeAllies is a collaboration of Nevada PEP and Youth MOVE Nevada. #SafeAllies reaches children and youth with digital resources and youth-designed activities.

#SafeAllies offers training workshops on the laws and processes for reporting a bullying incident and navigating the education system.

#SafeAllies provides individual assistance and support groups for families focused on the importance of aftercare to develop positive strategies and safe allies.
The purpose of #SafeAllies is to offer bullying information tools that children, youth and parents can use to effectively advocate for change.

One significant part of that advocacy is understanding your rights - the law.

Throughout this handbook, you will see the laws that apply to bullying both federally and in Nevada along with easy-to-understand explanations and key words.

The Know Your Rights Handbook is a one-stop resource for your advocacy journey, but not intended as legal advice. You can find more information on your rights related to bullying at nvpep.org/safe-allies.
- **Bullying** - Unwanted, aggressive behavior that involves a real or perceived power imbalance and has potential to be repeated.
- **Mental Health** - This includes our emotional, psychological, and social well-being. It affects how we think, feel, and act.
- **Advocate** - To speak, write or stand up for something or someone.
- **NRS - (Nevada Revised Statutes)** The laws that are passed by the state legislature in Nevada.
- **Protected groups** - Groups of people, such as people of color, people in the LGBTQ community, or people with disabilities, that the law protects from discrimination and harassment.
Federal Law + Protected Classes

There are no federal laws that directly address bullying. However, in some cases, bullying overlaps with discriminatory harassment if it is based on race, national origin, color, sex, disability or religion, also referred to as protected classes. When bullying and harassment overlap, federally funded schools (public schools, public charter schools, public colleges and public universities) must resolve the harassment. If the situation is not resolved, the U.S. Dept. Of Education's Office of Civil Rights and the U.S. Dept. Of Justice Civil Rights Division may be able to help.

A school that does not respond appropriately to harassment of students based on protected class may be violating one or more civil rights laws, including:

- Title 4 and Title 6 of the Civil Rights Act of 1964
- Title 9 of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Title 2 and Title 3 of the Americans with Disabilities Act
- Individuals with Disabilities Education Act or IDEA
Notes:
Do any of these federal laws apply to your bullying situation? If so, which ones and how?
Bullying in Nevada is defined as written, verbal or electronic expressions or physical acts or gestures, or any combination, that are directed at a person or a group, OR a single severe and willful act or expression that is directed at a student or group of students that cause physical harm to the student or their property; making a student fear physical harm or damage to their property; creating an intimidating or hostile educational environment; substantially interfering with the academic performance of a student or the ability to participate in or benefit from services, activities or privileges provided by the school.

It's also considered bullying if it's based on ASSOCIATION. This means being bullied because of who the student is friends with or who they hang out with.
Nevada Bullying Reporting and Investigation Process

The #SafeAllies program is a collaboration of Nevada PEP and Youth M.O.V.E. Nevada developed to assist youth and families to learn the steps to resolve and heal from bullying incidents.
- Contact Nevada PEP for more information 1-800-216-5188 or nvpep.org/safe-allies

* Administration is the principal, other person in charge of school or their designee (i.e. the dean of students). ¹
** Anti-bullying laws do not apply to Pre-K students nor one adult to another in school settings. ²

1 Bullying Reported

- Safe Voice: Reports by anyone via app, online or phone. Reports go from the Department of Public Safety to school administration. If the report requires immediate intervention it will be handled by law enforcement. ³
- Student, teacher, parent, etc.: Reports can also be done in person, through hand delivered documentation or through the mail. Reports should go to administration immediately. ²

- Additional Requirements:
  - School employees are required to report incidents on the same day they are made aware. ²
  - Failure to report by school staff can result in suspension, revoked license or dismissal. ⁴

2 Immediately Ensure Safety

- De-escalation: Administration* will de-escalate the situation. ²
- Safety Plan: Administration* will create a safety plan for the student who was the target of bullying. ²

- Additional Requirements:
  - Action must be taken immediately. ²

3 Parental Notice

- Notice: Administration* will give same-day notice to all parents of the students involved, by phone or mail. ⁷
- Delayed Notice: If the report was made on a day that is not a school day or after school hours, notice must be given to parents by the end of the following school day. ²

- Additional Requirements:
  - Parental notice should be given by the time school closes, on the same day of the report. ⁷
4. **Immediate Investigation by Administration**

**Interviews:** Administration* will conduct discreet interviews with the student who is target of bullying, student with alleged bullying behavior and witnesses, to determine if bullying did occur. Parents must be in attendance.  

**Input:** Parents will be able to provide input during the interviews with administration* (e.g. written documentation, evidence, input on safety plan)

**Additional Requirements:**
- Investigation completed within 2 school days of the report but no more than 3 days (if parent contact is delayed).
- With a criminal investigation, school investigation may be delayed but a safety plan should still be in place.
- Cyber-bullying investigations may be extended for 5 school days, with permission from the student who was the target of bullying.

5. **Reports of Findings**

**Content:** Report includes written documentation of times/dates, safety plan, conclusion of investigation and disciplinary action.

**Distribution:** Administration* will give a confidential report of findings to the parents of the child with bullying behavior.

**Additional Requirements:**
- Parents of the student who was the target may request to receive a redacted version of the report of findings.

6. **Following a Decision if a Violation Has or Has Not Occurred**

**Action:** Any action taken after the decision (e.g. discipline or switching classes) must be carried out in a manner that causes the least possible disruption for the student who was the target of bullying.

**School Changes:** If the bullying report finds that bullying has occurred, the parents of the target may make a request of the Board of Trustees, or designee, to enroll student at a different school, with parent consultation.

**Additional Requirements:**
- Parents of the student who was the target may request to receive a redacted version of the report of findings.

7. **Follow-Up With Students**

**Safety Plan:** Administration* must follow-up with the student who was the target of bullying to ensure the safety plan is still working.

**Resources:** Administration* shall provide a list of resources in the community to assist the student who was the target and the student with bullying behavior and their parents.

**Additional Requirements:**
- Follow-up must be done within 10 days after receiving the report.
Know your rights handbook

Notes:
Do any of these state laws apply to your bullying situation? If so, which ones and how?
Resources

- **SAMHSA National Helpline**
  - 24/7 information service
  - 800-662-4357 | samhsa.gov

- **National Suicide Prevention Lifeline**
  - Free and confidential support for people in distress
  - 800-273-8255 | suicidepreventionlifeline.org

- **Safe Voice**
  - Anonymous bullying reporting app for Nevada students
  - 833-216-7233 | safevoicenv.org

- **Pacer’s National Bullying Prevention Center**
  - Bullying resources for educators, parents, and youth
  - 800-537-2237 | www.pacer.org/bullying

- **#SafeAllies**
  - Support and resources for Nevada parents and youth
  - 800-216-5188 | nvpep.org/safe-allies

- **Youth MOVE Nevada podcast**
  - A podcast on youth topics and mental health
  - 800-216-5188 | nvpep.org/youth-move