





**POLICY PROPOSAL - HANDBOOK**  
**TITLE 4, CHAPTER 8, SECTIONS 1-2**  
**Policy of the Board of Regents**

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

**Section 1.                    Introduction**

The Nevada System of Higher Education is guided by the principle that there shall be no difference in the treatment of persons because of race, religion, color, age, sex (including a pregnancy related condition), sexual orientation, military status or military obligations, disability (whether actual or perceived by others to have a disability including veterans with service-connected disabilities, or national origin, and that equal opportunity and access to facilities shall be available to all. *This extends to individuals who experience discrimination (including antisemitism<sup>1</sup>) based on their actual or perceived: (i) shared ancestry or ethnic characteristics; or (ii) citizenship or residency in a country with a dominant religion or distinct religious identity.* Similarly, there shall be no difference in the treatment of persons who file charges of discrimination or harassment, participate in a discrimination or harassment proceeding, or otherwise oppose discrimination or harassment. This principle is applicable to every member of the Nevada System of Higher Education community, both students and employed personnel at every level, and to all units, facilities, and services of the Nevada System of Higher Education.

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**Section 2.                    Anti-Bias and Anti-Discrimination Training**

The Board of Regents supports anti-bias and anti-discrimination education as an approach to increase understanding of differences and the value of a respectful and civil society that actively challenges bias, stereotypes and discrimination.

1. Each institution, the Chancellor’s Office, including special units, and the Board Office, will establish anti-bias and anti-discrimination education and training programs that address the effects of bias and discrimination, including racism, antisemitism<sup>[2]</sup>, age, disability, gender, military status or obligations, sexual orientation, gender identity or expression, national origin, race, color, and religion. These programs may be built into existing diversity, equity, and inclusion training efforts.

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<sup>1</sup> *“Antisemitism” refers to (i) the non-legally binding working definition of anti-Semitism adopted on May 26, 2016, by the International Holocaust Remembrance Alliance (IHRA) and (ii) the “Contemporary Examples of Anti-Semitism” identified by the IHRA, to the extent they might be useful as evidence of discriminatory intent. Consideration of the materials described in (i) and (ii) shall not diminish or infringe upon any right protected under Federal law or under the First Amendment and shall not be construed to conflict with local, federal, or state law. Determinations that a particular act constitutes illegal discrimination or harassment requires detailed analysis of the particular facts at issue and consultation of applicable legal and regulatory guidance .*

<sup>[2]</sup> ~~“Antisemitism” refers to the definition adopted by the International Holocaust Remembrance Alliance (IHRA) on May 26, 2016, including the contemporary examples provided, which may be found at <https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>. Nothing in this section, including use of the definition of antisemitism adopted by the IHRA, shall be construed to diminish or infringe upon any rights protected under the First Amendment to the *United States Constitution* or the *Nevada Constitution*, and shall not be construed to conflict with local, federal, or state law.]~~