

**BOARD OF REGENTS
BRIEFING PAPER**

1. AGENDA ITEM TITLE: Amendment to Title 4, Chapter 8, Section 13 of the *Handbook*
MEETING DATE: July 19, 2019

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

The Nevada Department of Education completed a compliance audit at Western Nevada College (WNC) in April 2017. In the audit, the Nevada Department of Education found that the word "color" needed to be added to the NSHE Non-Discrimination policy found in Title 4, Chapter 8, Section 13(A)(1) of the *Handbook*.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Add the word "color" to the NSHE non-Discrimination Policy found in Title 4, Chapter 8, Section 13(A)(1) of the *Handbook*.

4. IMPETUS WHY NOW?

The Nevada Department of Education will not close its compliance audit of WNC until this amendment occurs.

5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:

XX Access (Increase participation in post-secondary education)

INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL:

Clarifying the language of the NSHE Non-Discrimination Policy increases participation in post-secondary education.

6. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The Nevada Department of Education has directed WNC to make this amendment.
- The amendment is consistent with NSHE's Non-Discrimination Policy.

7. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None.

8. ALTERNATIVE S TO WHAT IS BEING REQUESTED/RECOMMENDED:

Maintain status quo.

9. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:

Approve amendment.

10. COMPLIANCE WITH BOARD POLICY:

XX Consistent With Current Board Policy: Title 4, Chapter 8, Section 13 of the *Handbook*

XX Amends Current Board Policy: Title 4 Chapter 8, Section 13 of the *Handbook*

Amends Current Procedures & Guidelines Manual: Chapter #_____ Section #_____

Other:

Fiscal Impact: Yes_____ No XX

Explain:_____

Form Revised: 1/2018

PROPOSED EDITS

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

Title 4 - Codification of Board Policy Statements

Chapter 8

STUDENT RECRUITMENT AND RETENTION POLICY, EQUAL EMPLOYMENT OPPORTUNITY POLICY AND AFFIRMATIVE ACTION PROGRAM FOR THE NEVADA SYSTEM OF HIGHER EDUCATION

Section 13. Policy Against Discrimination and Sexual Harassment; Complaint Procedure

A. NSHE Non-Discrimination Policy

1. Policy Applicability and Sanctions.

The Nevada System of Higher Education (NSHE) is committed to providing a place of work and learning free of discrimination on the basis of a person's age, disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race, ***color***, or religion. Where discrimination is found to have occurred, the NSHE will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

No employee or student, either in the workplace or in the academic environment, should be subject to discrimination.

It is expected that students, faculty and staff will treat one another and campus visitors with respect.

All students, faculty, staff, and other members of the campus community are subject to this policy. Students, faculty, or staff who violate this policy are subject to discipline up to and including termination and/or expulsion, in accordance with the NSHE Code (or in the case of students, any applicable student code of conduct) or, in the case of classified employees, the Nevada Administrative Code or, in the case of Desert Research Institute (DRI) technologists, the Technologists Manual. Other lesser sanctions may be imposed, depending on the circumstances. Complaints may also be filed against visitors, consultants, independent contractors, service providers and outside vendors whose conduct violates this policy, with a possible sanction of limiting access to institution facilities and other measures to protect the campus community.