

# Updates from the Office of the General Counsel (OGC)

**Judy Prutzman**  
**General Counsel of Civil Rights Compliance**

**Sara Montalvo**  
**Deputy Chief General Counsel**

**August 1, 2025**

# COMMUNICATIONS WITH LEGAL

If your Area Superintendent is Cunningham, Waugh, Hackbusch, or Paul

Legal:	Andrea Schulewitch
Bullying/Title IX:	Judy Prutzman

If your Area Superintendent is DuFrene, Baker, or Ford

Legal:	Sara Montalvo
Bullying/Title IX:	Amanda Gormley

# RESPONDING TO RACE-BASED CONDUCT

## Legal Framework

### October 4, 2023 Guidance for Handling Race-Based Conduct by Students

#### **WCSD Administrative Regulations 5701 and 5702 (State bullying law)**

- Bullying protocols apply to incidents of race discrimination and bullying based on a student's race

#### **Federal Law (Title VI of the Civil Rights Act of 1964)**

- Prohibits discrimination based on race, color or national origin (includes religion). Includes hostile environment harassment.
  - *Response must be prompt, effective, and reasonably calculated to end the harassment, eliminate the hostile environment, prevent recurrence, and remedy its effects*

# WHEN IS RACE-BASED CONDUCT CRIMINAL?

## Federal Hate Crime Acts

- Willfully causing bodily injury because of the actual or perceived race, color, religion, or national origin of any person.

## Nevada State Law

- Enhanced penalties for crimes motivated by racial bias, including damage of school property

# EXAMPLES OF PROHIBITED CONDUCT

Verbal bullying or harassment: racial slurs, stereotypes, and name-calling

Graphic harassment: offensive graffiti, photos or symbols

Physical harassment: racially-motivated physical threats or attacks

Conduct does not need to be directed at a specific person

# INVESTIGATION AND DOCUMENTATION

Treat race-based conduct as bullying

- Immediate safety plan and parent/guardian notification
- Follow 3-point bullying criteria
- Investigate within 5-7 school days
- Findings letters to parents/guardians

Document in Infinite Campus using appropriate labels

- Bullying/Harassment/Race
- Bullying/Harassment/Religion (new IC drop-down menu)
- Race Discrimination

# STRATEGIES TO ADDRESS RACE-BASED CONDUCT

Discipline Alone is Not Enough

## Intervention Strategies

- Prompt response
- Consistent consequences
- Counseling
- Restorative practices

## Proactive Strategies

- Anti-bias curriculum
- Student-led inclusion groups
- Professional development
- Clear communication about policies/consequences

## Long-Term Cultural Shifts

- Family education nights
- Community engagement
- Celebrate diversity events

# THE OGC INSIGHT PAGE

*For Staff Only*



## GENERAL COUNSEL

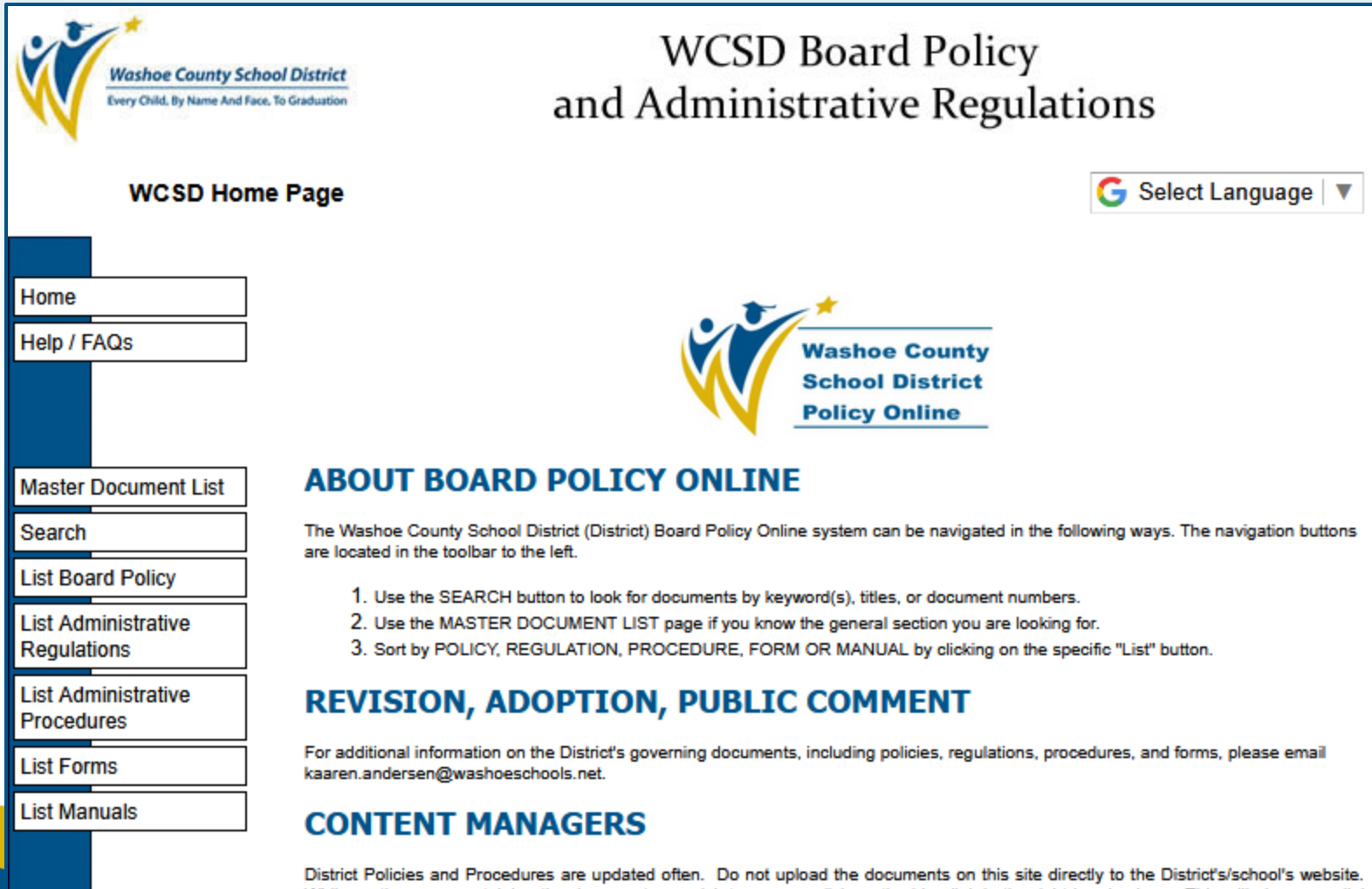
▼ Legal Department

OGC Newsletters

Legal Department FAQs



# WHERE ARE OUR GOVERNING DOCUMENTS?



The screenshot shows the homepage of the Washoe County School District Board Policy and Administrative Regulations website. The header includes the district logo and name, the title 'WCSD Board Policy and Administrative Regulations', and a language selection dropdown. A left sidebar contains navigation links: Home, Help / FAQs, Master Document List, Search, List Board Policy, List Administrative Regulations, List Administrative Procedures, List Forms, and List Manuals. The main content area features the 'Washoe County School District Policy Online' logo, a section titled 'ABOUT BOARD POLICY ONLINE' with navigation instructions, a section titled 'REVISION, ADOPTION, PUBLIC COMMENT' with contact information, and a section titled 'CONTENT MANAGERS' with a note about document updates.

**Washoe County School District**  
Every Child, By Name And Face, To Graduation

**WCSD Home Page**

Select Language ▼

**Home**

**Help / FAQs**

**Master Document List**

**Search**

**List Board Policy**

**List Administrative Regulations**

**List Administrative Procedures**

**List Forms**

**List Manuals**

**Washoe County School District Policy Online**

## ABOUT BOARD POLICY ONLINE

The Washoe County School District (District) Board Policy Online system can be navigated in the following ways. The navigation buttons are located in the toolbar to the left.

1. Use the SEARCH button to look for documents by keyword(s), titles, or document numbers.
2. Use the MASTER DOCUMENT LIST page if you know the general section you are looking for.
3. Sort by POLICY, REGULATION, PROCEDURE, FORM OR MANUAL by clicking on the specific "List" button.

## REVISION, ADOPTION, PUBLIC COMMENT

For additional information on the District's governing documents, including policies, regulations, procedures, and forms, please email [kaaren.andersen@washoeschools.net](mailto:kaaren.andersen@washoeschools.net).

## CONTENT MANAGERS

District Policies and Procedures are updated often. Do not upload the documents on this site directly to the District's/school's website. While on the page containing the document you wish to access, click on the blue link in the right hand column. This will give you a list

Go to:  
[wcsdpolicy.net](http://wcsdpolicy.net)

# KEY ADMINISTRATIVE REGULATIONS

- **Administrative Regulation 5010** - Questioning of Students and Access to Records by Outside Agencies
- **Administrative Regulation 1506** – Protocols for Visitors to District Property (See Section 5 for types of visitors)
- **Administrative Regulation 7121** – Community Use of School Buildings and Facilities
- **Administrative Regulation 9166** – Administrative Investigations

# COMMON LEGAL ISSUES AT THE BEGINNING OF THE SCHOOL YEAR

- Custody Issues
- School Involvement in External Judicial Matters
- Subpoenas