

**Title IX:  
You matter in our schools.**

**2023-2024**

**Dr. Cindy Bauter**  
**Title IX Coordinator**



# TITLE IX

Protects people from sex discrimination in schools, education programs, and activities that receive federal monies.



**Title IX - 1972**

**Resulted in greater  
opportunities for  
female athletes**

# The US Women's Soccer Team

Consecutive championships  
2015, 2019





# Northwest Girls Wrestling State Champs





Signing Day

# Title IX

It protects all students and employees regardless of sex or gender. It protects students in every NISD campus, class, club, and extracurricular activity.

---

# Title IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

---

# Title IX

It protects students and employees from discrimination and harassment because of pregnancy and related medical conditions, gender stereotyping, sexual orientation, and gender identity and expression.

---

Significant changes were issued in April 2020 that stipulated the processes and procedures for investigating claims of sexual harassment. One goal of the regulations is to give more rights to accused of sexual harassment and to level the playing field during an investigation.

# 2020 Regulations

# Employees MUST report

Every employee of NISD is responsible for receiving and reporting complaints of sexual discrimination, even if your job has nothing to do with sports, students, or discrimination. If you become aware of a situation of sex discrimination, you cannot ignore it. You must stop what you are doing and report the complaint to the Title IX coordinator.

---

Sexual Harassment:

Quid Pro Quo

Hostile Environment

Sexual Violence

**Definition**

# 1

## Quid Pro Quo

Occurs when a school employee makes an aid, benefit, or service conditional on student participation in unwelcome sexual conduct.

Example 1:

A teacher lets a high school student park in a faculty parking spot because the student doesn't complain when the teacher hugs him too often and compliments the way his clothes fit.

---

# 1

## Quid Pro Quo

Occurs when a school employee makes an aid, benefit, or service conditional on student participation in unwelcome sexual conduct.

Example 2:

A food service worker gives free chips to students he finds attractive.

---

# 1

## Quid Pro Quo

Occurs when a school employee makes an aid, benefit, or service conditional on student participation in unwelcome sexual conduct.

Example 3:

A coach gives an athlete more playing time because the coach and athlete send flirtatious snapchat messages to each other at night.

---

# 2

## Hostile Environment

Occurs when a person is subjected to unwelcome conduct that is so severe, pervasive, and objectively offensive that it denies a person equal access to the school's education program or activity.

- Unwanted sexual behavior, advances, or requests for favors
- Unwelcome verbal, visual, or physical contact
- Offensive, severe, and/or frequent remarks about a person's sex or gender

---

# 2

## Hostile Environment

Davis v Monroe County  
Board of Education:  
a cautionary case

Supreme Court

5th grade student

Hostile environment

---

# 2

## Hostile Environment

Davis v Monroe County  
Board of Education:  
a cautionary case

Affected her equal  
access to education  
program

---

# 2

# Hostile Environment

Davis v Monroe County  
Board of Education:  
a cautionary case

Hostile environments can  
occur on any campus.

---

# 3

## Sexual Violence

Sexual assault, domestic violence, dating violence, stalking

Sexual Violence is an act in which a person intentionally sexually touches another person without that person's consent, or coerces or physically forces a person to engage in a sexual act against their will.

---

# 3

## Sexual Violence

Sexual assault, sexual violence, domestic violence, dating violence, stalking

This includes rape, attempted rape, and fondling.

---

Email \* Texts \* Snapchat \* Any means of communication via technology

Board Policy DH (Local)

All learning environments, whether they are online or in person, should be free from discrimination and harassment.

# Online

**Report Discrimination or Harassment  
immediately**

**Dr. Cindy Bauter**  
**817.215.0567**  
**[cynthia.bauter@nisdtx.org](mailto:cynthia.bauter@nisdtx.org)**

**Report Immediately**

HOME > DEPARTMENTS > STUDENT SUPPORT SERVICES > TITLE IX

# TITLE IX

## Northwest ISD Title IX Information

### NONDISCRIMINATION STATEMENT

In its efforts to promote nondiscrimination and as required by law, Northwest ISD does not discriminate on the basis of race, religion, color, national origin, gender, sex, disability, age, or any other basis prohibited by law, in providing education services, activities, and programs, including CTE programs, and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with Title IX, the district does not and is required not to discriminate on the basis of sex in its educational programs or activities. The requirement not to discriminate extends to admission and employment.

[Meet Our Staff](#)

[Dyslexia](#)

[Education During Ho](#)

[Child Abuse Prevent](#)

[External Resources](#)

[Family Involvement](#)

[Guidance and Couns](#)

Cindy Bauter, Executive Director of Student Affairs

**Title IX Coordinator**

2001 Texan Dr. Justin, TX 76247

P.O. Box 77070, Fort Worth, TX 76177

817-215-0567

[cynthia.bauter@nisdtx.org](mailto:cynthia.bauter@nisdtx.org)

Reports can be made at any time and by any person, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon the district receiving notice or an allegation of sex-based harassment, the Title IX Coordinator will promptly respond in accordance with the process described at FFH(LOCAL).

**STAFF ONLY:** Report a Title IX incident here, or call Cindy Bauter at 817-215-0567.

Certified K-12  
Title IX Coordinator  
June 2023

Complaint filed→  
Investigation occurs→  
Decision is made

# Processing a Complaint

Supportive measures will be offered to the parties as appropriate. Supportive measures are designed to restore equal access to the school's educational programs or activities and may include counseling, schedule changes, increased supervision.

Both complainant and respondent will be given a fair and equal opportunity to participate in the investigation. The evidence will be carefully considered before any findings are made. Parties may choose to participate in an informal resolution process that includes mediation.

# Assurances



BLUE BIRD

7799

DEF





**Dr. Cindy Bauter**  
**817.215.0567**  
**[cynthia.bauter@nisdtx.org](mailto:cynthia.bauter@nisdtx.org)**

**Northwest ISD**