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If you catch a whiff

how to identify and respond to sexual* harassment in schools

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Engage 7/24/24

Make Sure You Get Credit!

Make sure you complete the survey at the end of the course to earn credit!



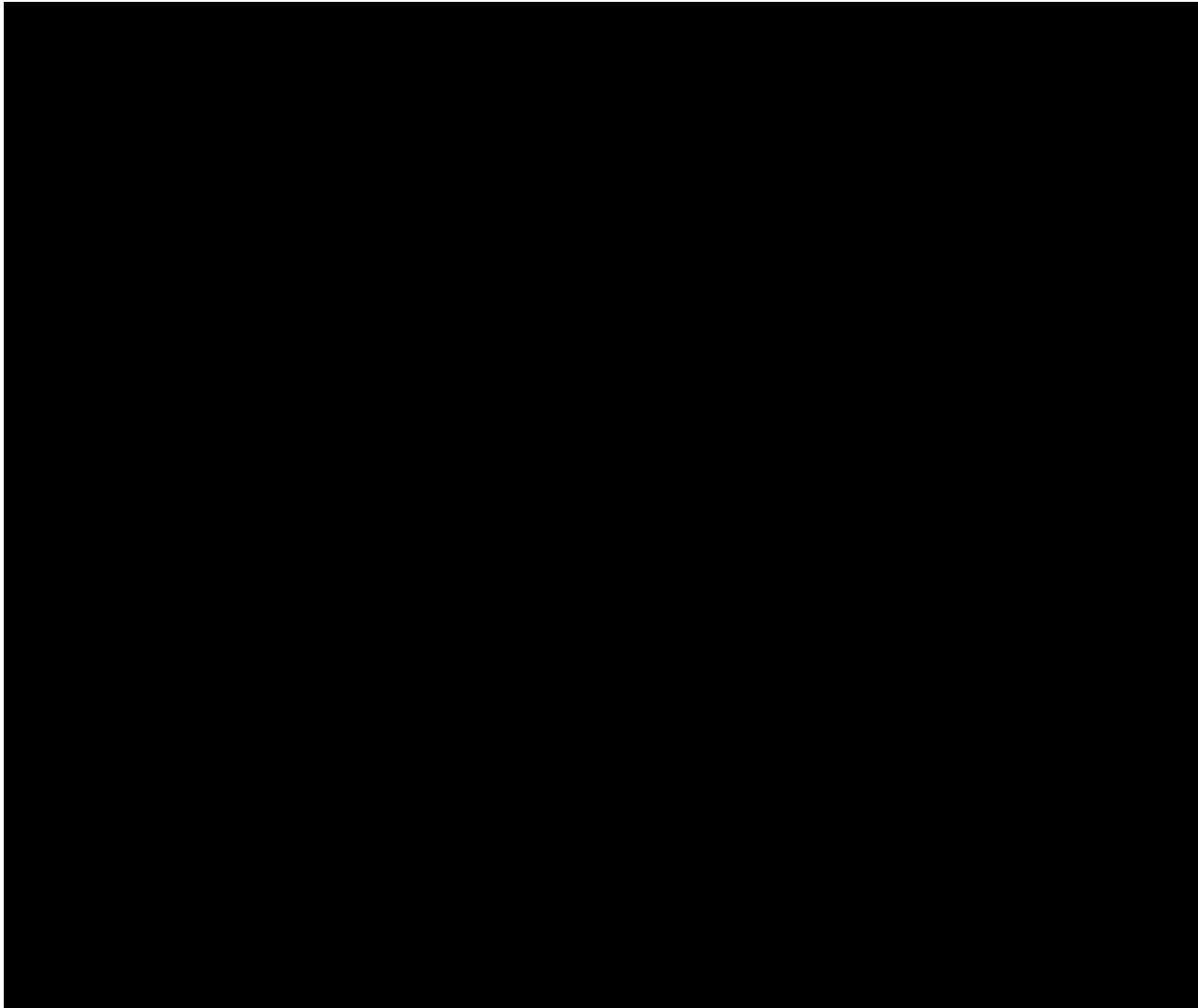
We'll consider...

- What does Title IX look like in NISD?
- How do you respond when you catch a whiff that hostile environment harassment, sex-based discrimination might be happening?

*I tell you what, you stop resisting me and I will stop resisting you. Well...
if you have a better offer than that...*

-Pepe Le Pew

Tiptoe Through the Tulips



Whiff

Permit me to introduce myself. I am Pepe Le Pew, your lover.

-Pepe Le Pew

whiff¹ [wif, hwif] [SHOW IPA](#)  

See synonyms for: [whiff / whiffed / whiffing / whiffer](#) on Thesaurus.com

noun

1. a slight gust or puff of wind, air, vapor, smoke, or the like:
a whiff of fresh air.
2. a slight trace of odor or smell:
a whiff of onions.

[SEE MORE](#)

verb (used without object)

6. to blow or come in whiffs or puffs, as wind or smoke.
7. to inhale or exhale whiffs, as in smoking tobacco.

[SEE MORE](#)

verb (used with object)

9. to blow or drive with a whiff or puff, as the wind does.
10. to inhale or exhale (air, tobacco smoke, etc.) in whiffs.

Define Title IX Sex-Based Discrimination

*Definition of Hostile Environment Harassment**

1. Quid Pro Quo

2. Hostile Environment Harassment¹

(2) Hostile environment harassment. Unwelcome sex-based conduct that is objectively offensive and is so severe or pervasive that it materially disrupts the recipient's education program or activity (i.e., creates a hostile environment). A specific inquiry that includes consideration of the following factors is required:

- (i) The degree to which the conduct affected the recipient's education program or activity;
- (ii) The type, frequency, and duration of the conduct;
- (iii) The parties' ages, roles within the recipient's education program or activity, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- (iv) The location of the conduct and the context in which it occurred;
- (v) Other sex-based harassment in the recipient's education program or activity.

**INJUNCTION
ISSUED
7/11/24**

**The new federal
regulations are on
hold until further
court action.**

the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it materially disrupts the recipient's education program or activity (i.e., creates a hostile environment). A specific inquiry that includes consideration of the following factors is required:

education program or activity;
actions, and other factors about each

3. Specific Offenses (Sexual assault, domestic violence, dating violence, stalking)

Ah, my little darling, it is love at first sight, is it not, no?

-Pepe Le Pew

Court Injunctions—what do they mean?

On July 11, 2024, the United States District Court for the Northern District of Texas, Amarillo Division, issued a preliminary injunction blocking the federal government from “implementing, enacting, enforcing, or taking any action in any manner to enforce” the 2024 Title IX Regulations within the State of Texas. Some content in this presentation may reflect material subject to the injunction, including but not limited to the expanded definition of “hostile environment harassment” and “pregnancy related conditions.” This injunction may impact Northwest ISD’s implementation of the 2024 Title IX Regulations and require the district to continue with the 2020 Title IX Regulations until further action from the court. The district is committed to providing a safe, equitable learning environment for all students, free from harassment and discrimination.

*...from first slide... sexual v sex-based
...definition of harassment

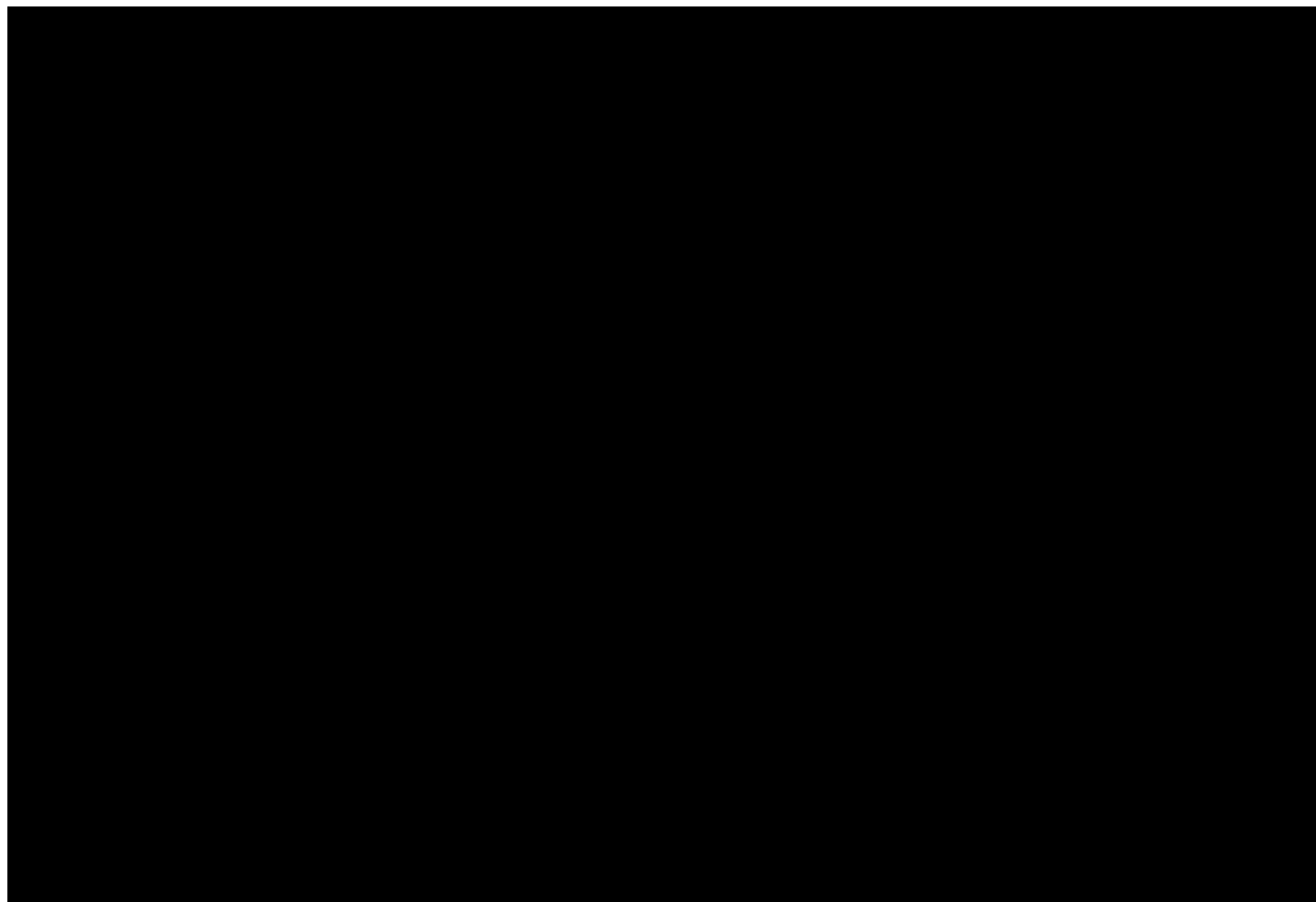
Current def: 2020 Regs

Title IX Harassment

- Quid Pro Quo
- Hostile Environment- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, **and** objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- Sexual violence (Clary Act) – Sexual assault, domestic violence, dating violence, stalking
 - Cautions:
 - Not teacher to teacher
 - Not what happens on summer break....unless...
 - You don't decide. Call me. We talk through. We document. I respond so you are in the clear.

Zee stripe! It is gone! She is not a skunk at all! -Pepe Le Pew

Getting There is Half
the Fun



Reports v investigations

- Always report to your administration.
- Administration calls me.
- Clearly not Title IX, we document anyway.
- May be a Title IX. Initially, every time I say, “Yep, I need to call the parent,” it’s a report. I make a folder. We are not allowed to investigate YET, but we must give supportive measures.
- Title IX Coordinator calls parent/guardian. They decide formal complaint or not based on what we know *at the time*!
 - Formal Complaint: Investigation
 - No formal complaint: Report

How many intakes in NISD 2023-2024

	Elementary	Middle	High
Investigations			
Dismissed Inv's			
Reports			
Calls			
Totals			

(after removing his own white stripe)

If you cannot beat them, join them! Wait for me, baby! -Pepe Le Pew

Intakes by Campus

Campus	#
Beck	
Berkshire	
Carter	
Cox	
Curtis	
Daniel	
Granger	
Haslet	
Hatfield	
Hughes	
JCT	
Justin	
Lakeview	
Lance Thompson	
Love	
Nance	
Peterson	
Prairie View	
Roanoke	
Schluter	
Sendera Ranch	
Seven Hills	

Campus	#
Adams	
CTMS	
Medlin	
Pike	
Tidwell	
Wilson	
Worthington	
on	

Campus	#
BNHS	
EHS	
NHS	
Steele	
SPC	

Ah! This leetle one wishes to commit suicide to prove her love for me. What a sweet gesture. Never-the-less, I must prevent eet! –Pepe Le Pew

Allegations that became reports or investigations

Identifying

What is reported to you

- “Miss, he’s touching me and I told him to stop.”
- “Teacher, Joe pulled his shorts down in front of me.”
- “Coach, Karen keeps putting tampons in my locker after cheer practice, and she’s calling me slut/whore/dyke, and she even took a picture of my face and imposed it on a pornographic photo and shared it in a text thread.”

What you observe on your own

- Joe pulls down his shorts in front of girl classmates.
- You hear your basketball team members calling names.
- You saw Kevin give Brian a titty-twister in chemistry class.
- You saw kids throwing water bottles at a group of students who identify as LGBTQIA+ during lunch.

Responding

Listen

- Do not dismiss concerns

Validate

- Classroom Mgmt

Clarify

- As many questions as you need
- As few as you can ask
- Is there a whiff of TIX?
- Do not overinvestigate

Help Student/ Next steps

- Get student to admin or counselor as appropriate
- Contact CPS or law enforcement as applicable

Reporting

To whom?

- Admin
- TIX Coordinator
- HR
- CPS
- Law Enforcement

When?

- Asap
- Immediately
- 48 hours

How?

- Title IX Coordinator
 - Phone
 - Email
 - In person
 - Laserfiche
- Admin
 - Document
- Documentation Trail

Admin Response

Supportive Measures

- Must be in consultation with Title IX Coordinator (training, and reqs to include certain individuals)

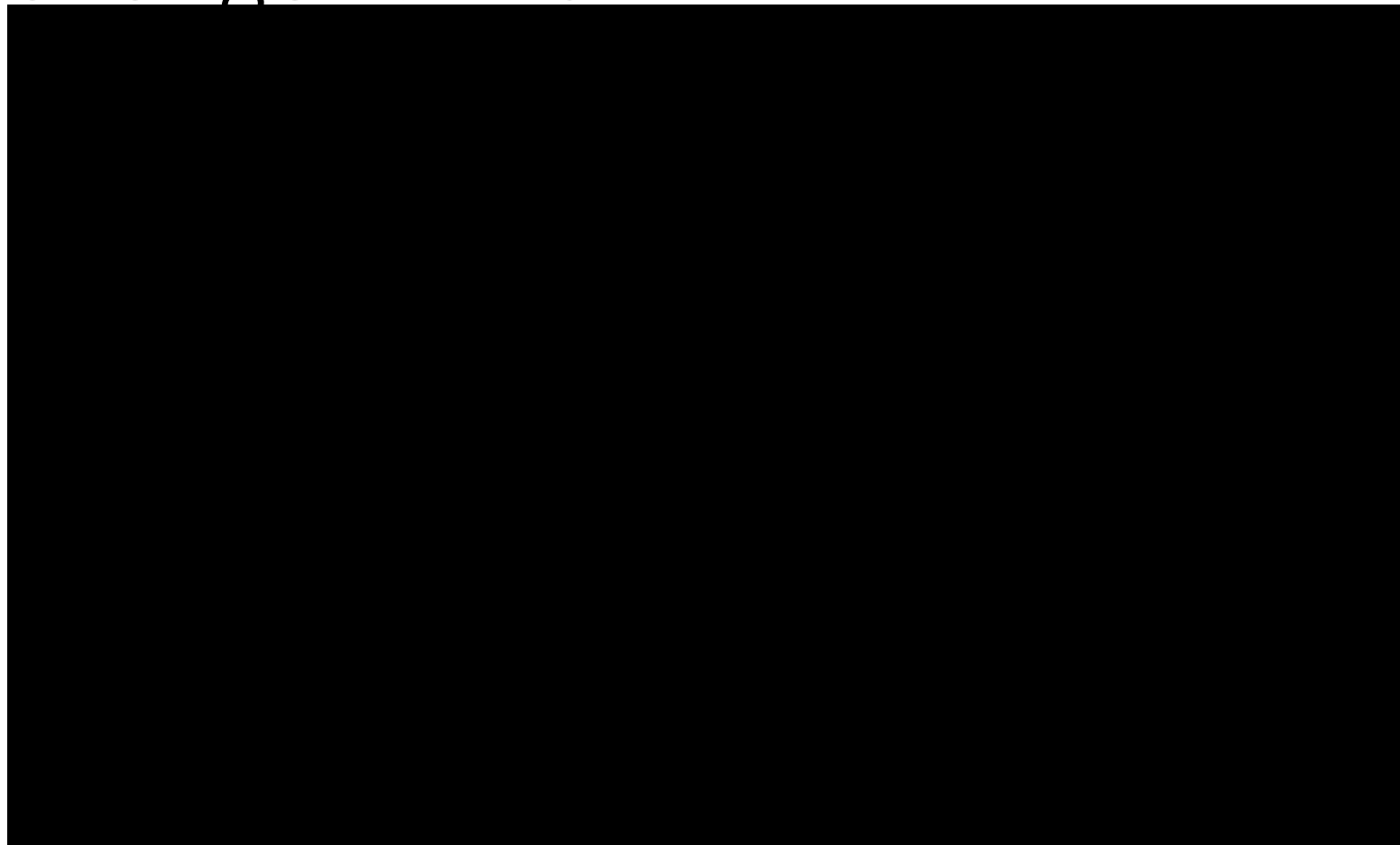
Hold on Discipline

- Protecting rights of Respondent (person alleged to be responsible for behavior)

Caution on Investigations

- Have to follow certain rules under formal complaint, different rules if no formal complaint. You don't know until Title IX Coordinator contacts parent.

She is no longer timid



Acres and acres of girls!! And they are mine!! All mine!!!! –Pepe Le Pew

Takeaways

- “Whiff” —if you sense it **could** be a Title IX violation, report it! We’ll figure it out. You’re not left trying to make a decision about it.
- Don’t make assumptions about who will be a victim or a perpetrator
- Don’t allow bias to cloud your judgment.
- If reported to you, assume it’s true. Don’t dismiss because of ANY reason. You don’t get to be the judge in these cases, even though we ask teachers to judge things in their classrooms OFTEN. If you dismiss it and later we have to act on it, it is a BAD day for you.
- gen ed, sped, kinder, same sex, dating relationships in elementary, the [Davis](#) case
- Deliberate indifference is what we must avoid, at a minimum.
- Your reporting responsibility (CPS, law enforcement) isn’t exonerated simply because you report a violation to admin or the Coordinator.

A note about gyms, busses, lunch, restrooms

- Be vigilant
- Intervene
- Report to admin
- Unstructured, unsupervised (perceived), and downtime

You know it is not just a case of physical attraction. I admire her mind too.

–Pepe Le Pew

Wrap-up

- I am happy to offer Title IX training to your team or campus.
- Reminder to sign in.
- Questions?

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The form must be filled out within the next 30 minutes!



Access to Feedback Form -
<https://tinyurl.com/ENGAGE24FB>

