

Legal Barbie



The Magical World of Legal Barbie

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Northwest ISD

Board Policy Manual

Search the policy manual

Q

U

Home

My Policy Manual

Membership Tools

More TASB Resources

Help

Welcome to Northwest ISD

This board policy manual is organized by topic with relevant policy codes in each section. The policies fall into two categories:

- Legal Framework: Provides relevant legal context for local decisions.
- Local Policy: Board-adopted local policies intended to meet legal requirements and reflect local practices, priorities, and values.

When a legal framework and local policy appear at the same code, they should be read together. Additional resources, like regulations or exhibits, may be available or linked at certain codes.

Questions or concerns regarding board policy should be directed to the district's administration.

Read the introduction to learn more about the policy manual and how to navigate it. See the FAQ below for answers to frequently asked questions.

[Introduction →](#)

Browse All Policies

Click on a section to view the topics.

Filter by policy code or title below. Full-text search is at the top of the page.

Filter

+ Expand All Policies

Section A — Basic District Foundations

+

Section B — Local Governance

+

Section C — Business and Support Services

+

Section D — Personnel

+

Section E — Instruction

+

Section F — Students

+

Section G — Community and Governmental Relations

+

Key Policies

- **DEC:** Leaves & absences (employee)
- **DN:** Performance appraisal
- **DGBA:** Employee grievances
- **FNG:** Student / parent grievances
- **EFB:** Library materials
- **EHBA series:** Special education
- **EHBAF:** Special education video monitoring
- **FBA:** Service animals
- **FD:** Admissions
- **FFH:** Freedom from discrimination, retaliation & harassment (Title IX)
- **FFI:** Freedom from bullying
- **FNA:** Student expression
- **FNAA:** Distribution of non-school literature
- **FO:** Student discipline
- **FOC:** DAEP placements
- **FOF:** Discipline of students with disabilities
- **GKA:** Conduct on school premises (guests)

Mandatory Reports

- **Child abuse or neglect**
 - Board Policy FFG, Tex. Family Code 261.101
- **Suicidal ideation**
 - Board Policy FFB
- **Sexual harassment**
 - Board Policy FFH & Title IX
- **Bullying**
 - Board Policy FFI & TEC 37.0832



Documentation & Evidence



- Mandatory reports
 - CPS confirmation number
 - Written referrals, reports (email, phone log)
- Investigations
 - Witness statements
 - Emails
 - Surveillance video (Save this promptly!)
 - Phone records, notes
- Supportive measures offered or provided
 - Bullying, harassment, Title IX
- Special education & 504
 - Behavior notes
 - Accommodations offered or provided (seating chart, reduced assignments)
 - Responses to behavior incidents
 - Restraint forms

Exploring Roles & Personalities of Weird Barbie Cindy Bouter

Executive Director of Student Affairs
Title IX Coordinator

She was pretty and perfect until
a child played too hard with her.



She resides in her "weird" dreamhouse
and is largely ignored by everyone except
when they need her advice when
something odd happens.

MUST REPORT TITLE IX!!!!

Phone 817.215.0567

Cynthia.Bauter@nisdtx.org

In person with me at the district administration office



Don't Overinvestigate

Before you can investigate, I have to contact the complainant to see if they want to file a formal complaint.

Don't Discipline

You cannot impose discipline until the conclusion of the investigation if there is a formal complaint, and you won't know if you have a formal complaint until you contact me and I contact the complainant and explain their rights and see if they choose to file a formal complaint. If not, then you can move forward with an investigation and...

What's New—2024 regs

- 1.Scope
- 2.Grievance / Investigation Procedure
- 3.Definition of Hostile Environment Harassment
- 4.Pregnant Students - reporting
- 5.Consulting with the IEP team on Title IX responses

**INJUNCTION
ISSUED
7/11/24**

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



Scope

1972: Athletics
equality

2020:
Specifically prohibit
ed and defined
sexual harassment

2024:

**INJUNCTION
ISSUED
7/11/24**

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

**Sex-Based
Harassment**

**Different
Treatment**

Update

Retaliation

**Disparate
Impact**

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 interferes with the recipient's education program or activity (i.e., creates a hostile environment) is a fact-specific inquiry that includes consideration of the following factors:

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

- education program or activity;
- the type, frequency, and duration of the conduct;
- 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;
- the location of the conduct and the context in which it occurred;
- Other sex-based harassment in the recipient's education program or activity.

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

2020 Definition of Sexual Harassment

1. Quid Pro Quo

2. 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

3. Sexual violence (Clary Act) – Sexual assault, domestic violence, dating violence, stalking

Pregnant Students

NEW Reporting Responsibility

When a person is made aware that a student is pregnant, the staff member must:

1. Notify the student of the Title IX Coordinator's name and contact information and inform the person that the Title IX coordinator can coordinate specific actions to prevent sex discrimination and ensure equal access to programs and activities *unless you reasonably believe that the Title IX Coordinator has already been notified.*

2. Notify the Title IX Coordinator



It's Weird...Don't overthink it.



<https://youtu.be/FBWLq9TDXs?si=BowX1kUvUhc3oqp->

Title IX Training





Call Us!

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