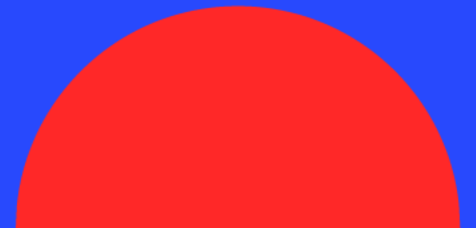
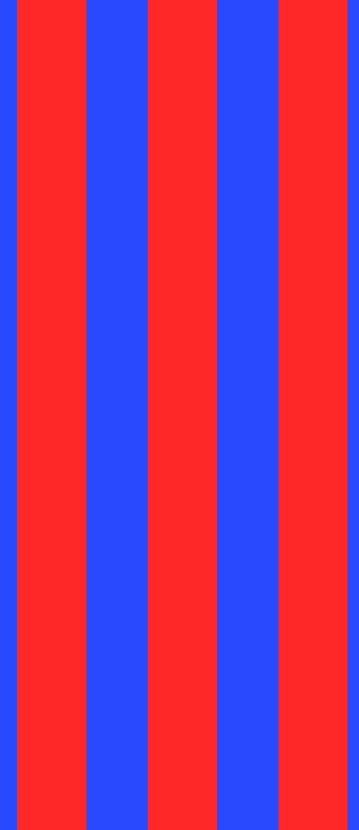


Title IX

**Presentation to Food Services
Northwest ISD
August 5, 2024**

**Cindy Bauter
Title IX Coordinator**

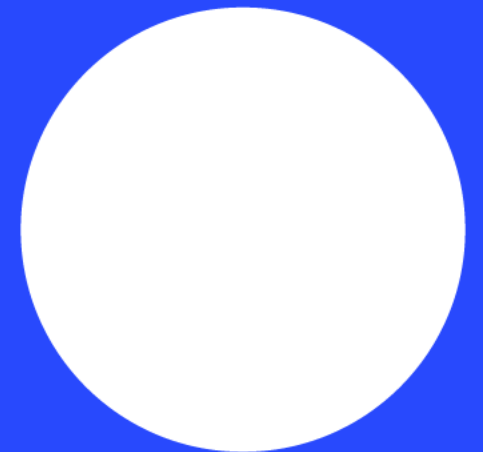


Contact Information

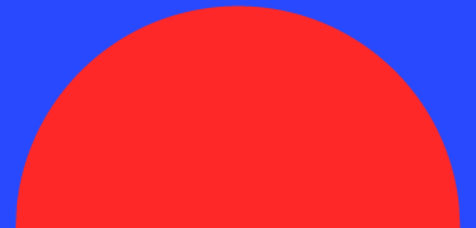
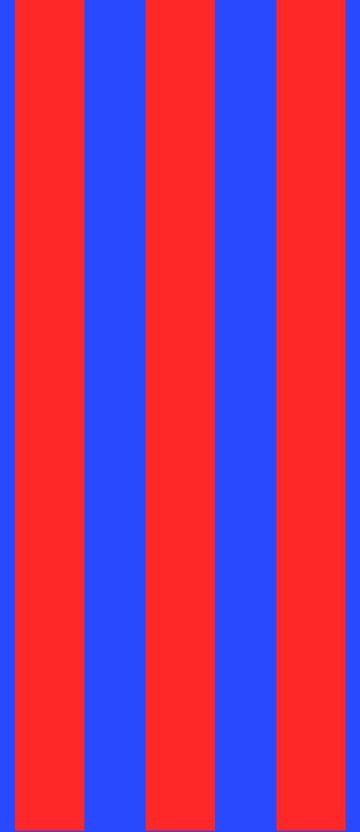
Title IX Coordinator: Dr. Cindy Bauter
817.215.0567

Cynthia.Bauter@nisdtx.org

District Administrative Legal Counsel Office



What is Title IX?



The Federal Law

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. *20 USCS 1681*



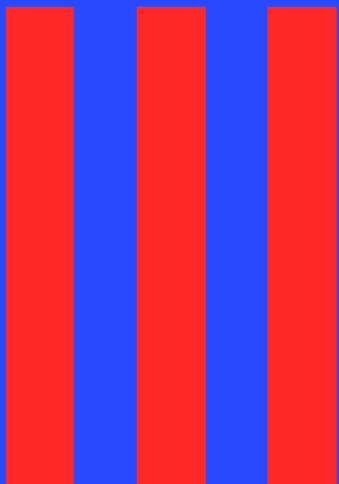
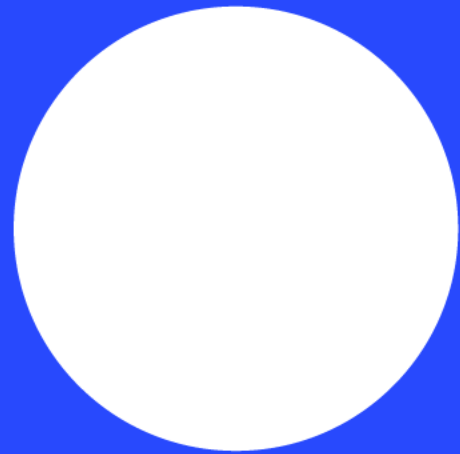
Civil Rights Division
U.S. Department of Justice

Law: 20 USCS 1681

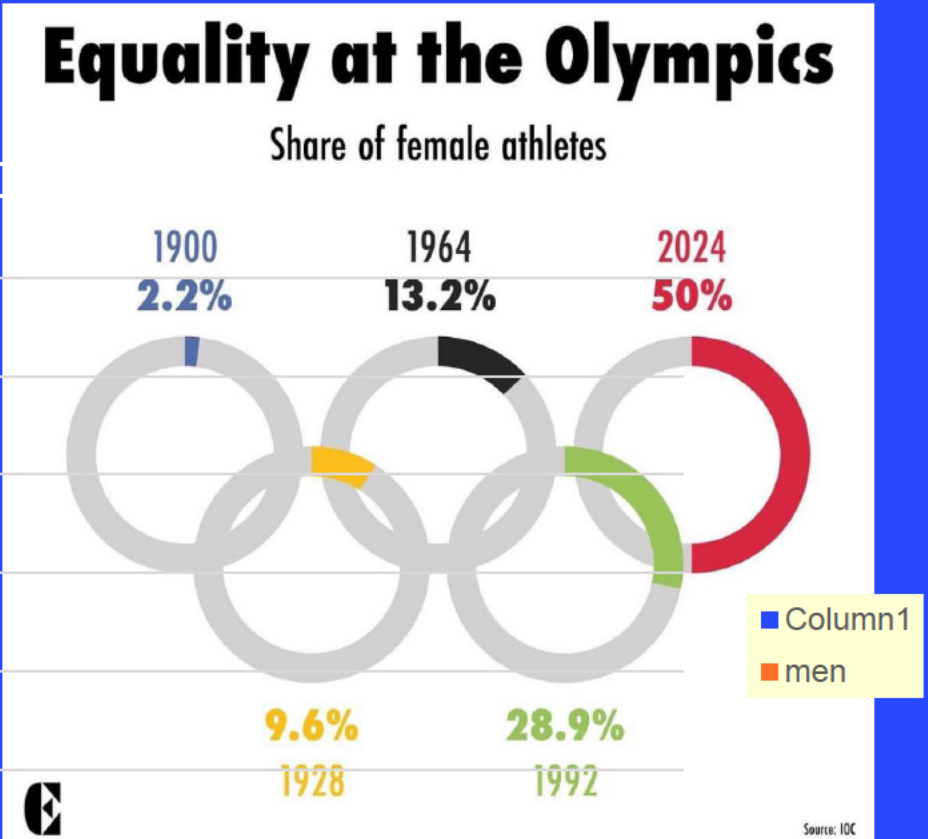
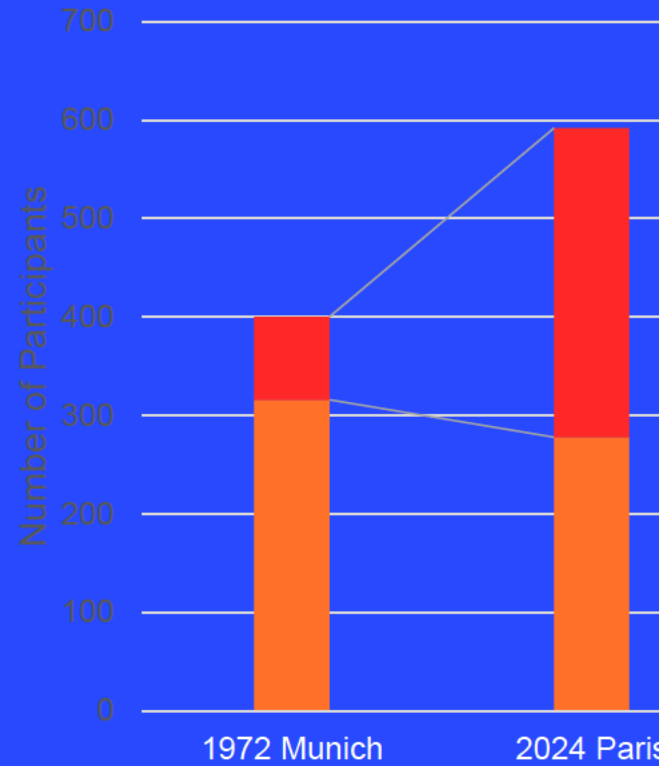
Federal Regulations: 34 CFR 106

Amendments: Federal Register Vol. 80 No. 83 April 29, 2024

Title IX impact



USA Team C



Paris Olympics are boasting gender parity: for the first time at Olympics, overall there are 50% women and 50% men competing.

For the 4 consecutive summer Olympics, the US team has more women than men—no doubt influenced by the Civil Rights Act of 1972.

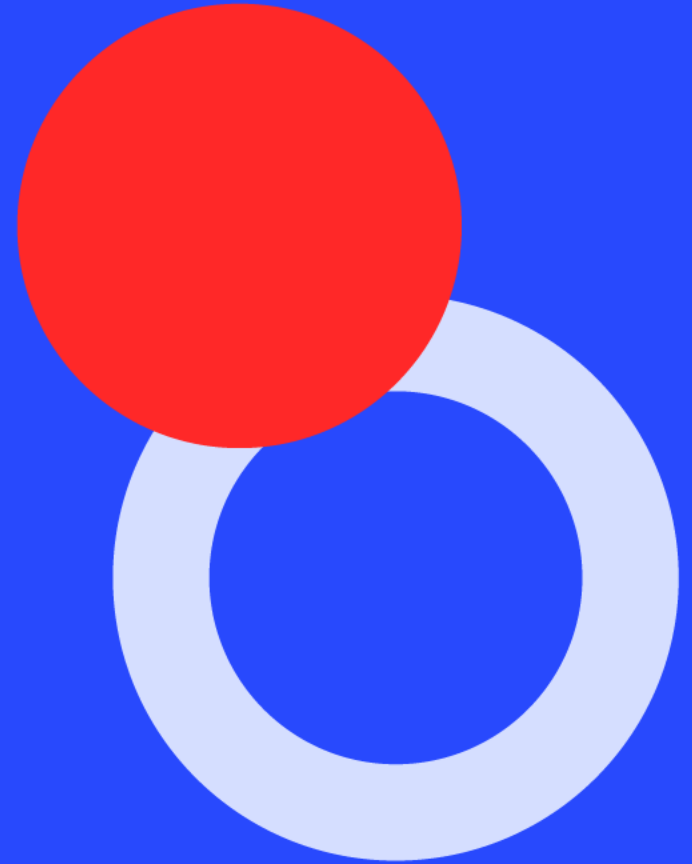
District Policy

The District prohibits discrimination, including harassment, against any student. Discrimination is defined as treating a student or group of students differently from similarly situated students on the basis of race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. (FFH Local)

Northwest Independent School District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Inquiries about Title IX may be referred to the district's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The district's Title IX Coordinator is Dr. Cindy Bauter, Executive Director of Student Affairs and Title IX Coordinator. (Nondiscrimination Statement)

**How does this
apply to Food
Services?**



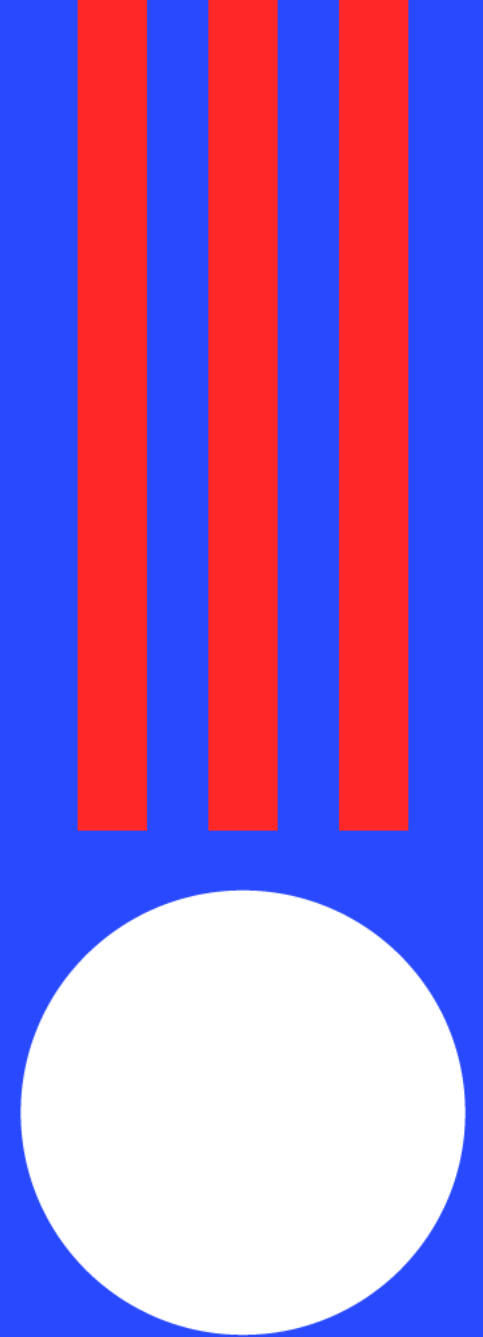


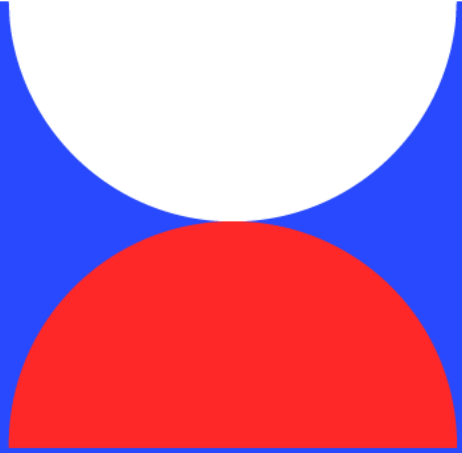
Location Data

Location	# reports
Classroom	
Hall	
Playground	
Bus	
Cafeteria	
Off Campus	
Restroom	
Art/Music/PE	
gym	
Unspecified	
Locker room	
Natatorium	
Band	
Theater	
Weight Room	
Resource Room	

What is a Title IX violation?

What am I looking for?

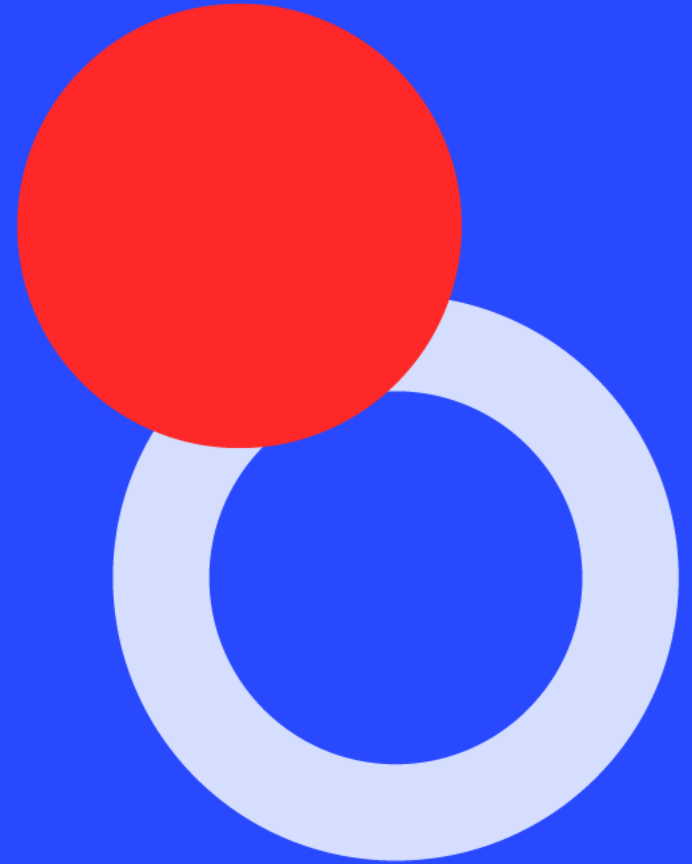




**Title IX has to do
with sex. Not age,
race, religion. Only
sex.**

Students are unkind to one another often. But when it has to do with sex discrimination, those things have to be reported to me specifically because of this special law that says so.

Identifying possible Sex-Based Discrimination or Harassment



Definition (2020) of Sex-Based Harassment:

- 1. Quid Pro Quo — *(something for something)* - conditions an educational benefit or service on individual's participation in unwelcome sexual conduct,
- 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 recipients education program or activity; or
- 3. Sexual violence (Clary Act) – Sexual assault, domestic violence, dating violence, stalking.

1. Quid Pro Quo violations

- Giving a student (or someone you supervise or appraise) privileges for sexual relationship. Maybe the student likes the attention, or maybe it is unwanted. Either way, a romantic relationship with a student is **PROHIBITED**.
- If the infraction is between student and any member of the staff, there is a formal investigation and HR will consider whether to place employee on administrative leave.
- Example: Food service worker gives extra servings to a young man she finds attractive. He comes through her line every day, and she eventually convinces him to meet her after work at her car.

2. Hostile environment harassment

Examples of serious, pervasive, and objectively offensive behavior between students may include:

- Derogatory, sex-based, or sexist remarks
- Offensive jokes
- Name-calling or slurs
- Rumors regarding a student's sexuality or sexual history
- Hazing/ganging up on student who doesn't conform to sex stereotypes (crowding around, messing with a student's food)
- Physical aggression, threats, intimidating conduct based on a person's actual or perceived sexual orientation or gender identity (students throwing water bottles at a table of students who identify as gay)
- Obscene phone calls, texts, emails, social media posts

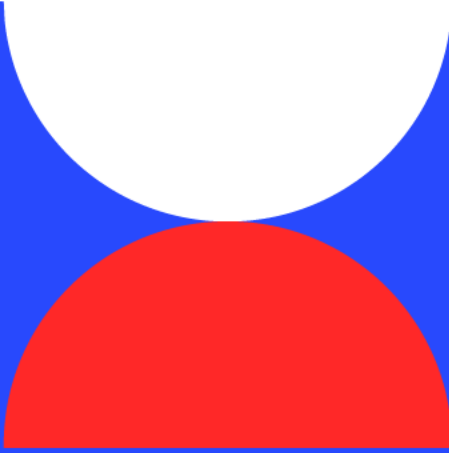
3. Sexual Violence violations

These violations will involve notification to law enforcement because they are part of the Clary Act, specific criminal offenses:

- Sexual assault (rape, fondling, any sexual act directed against another without consent, sexual assault with an object)
- Domestic Violence (intimate partner, cohabiting, and then commits violence)
- Dating Violence (is or has been in a romantic or intimate relationship and commits violence)
- Stalking

Pregnancy

- We will not discriminate based on sex, including students who are pregnant.
- Under other, employment laws (eg PWFA) pregnancy is considered a sex-based matter.
- We will provide accommodations for students and employees who are pregnant.



Retaliation

Retaliation based on a Title IX matter should also be reported. Retaliation (for any matter) is prohibited.

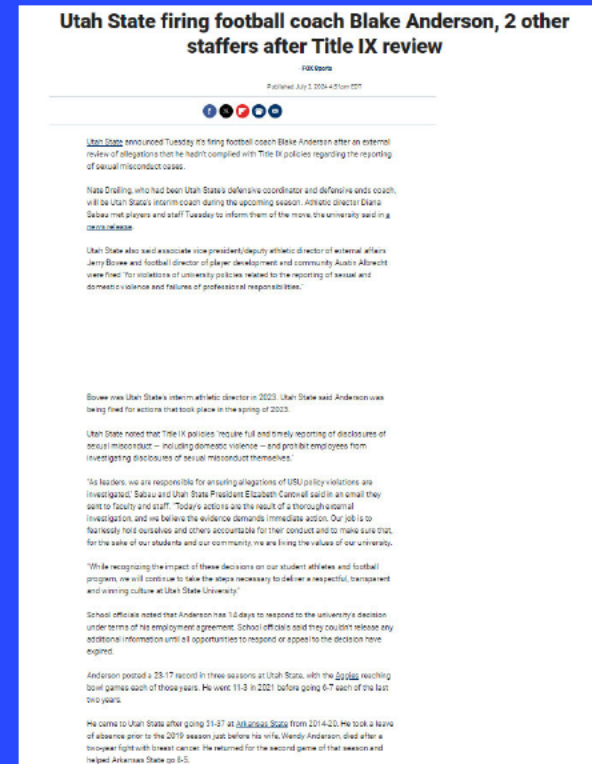


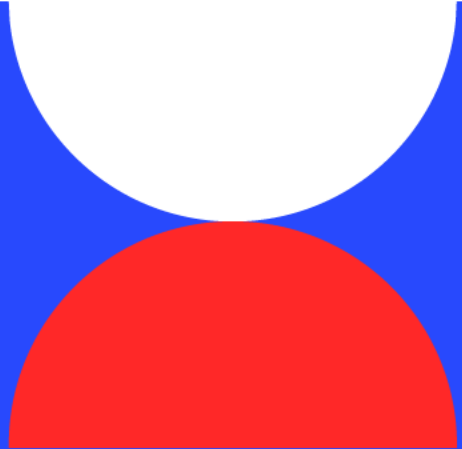
Reporting Sex-Based Discrimination

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, do not ignore it. Stop what you are doing and report the complaint to the Title IX Coordinator.

Cautionary Tale

- Don't coverup.
- It's not yours to investigate if it falls under Title IX. Maybe under every other non-sex-based situation, but not Title IX.





If you know, let me know.

How can you find me?

You'll have my information.

Poster.

Business card.

But you can also tell an Assistant Principal. They know how to get in touch with me, and I can contact you to get information directly from you.

**Do not be indifferent.
Prevent harassment.
Stop harassment.**

Questions?

Title IX Coordinator: Cindy Bauter

817.215.0567

Cynthia.Bauter@nisdtx.org

District Administrative Legal Counsel Office

