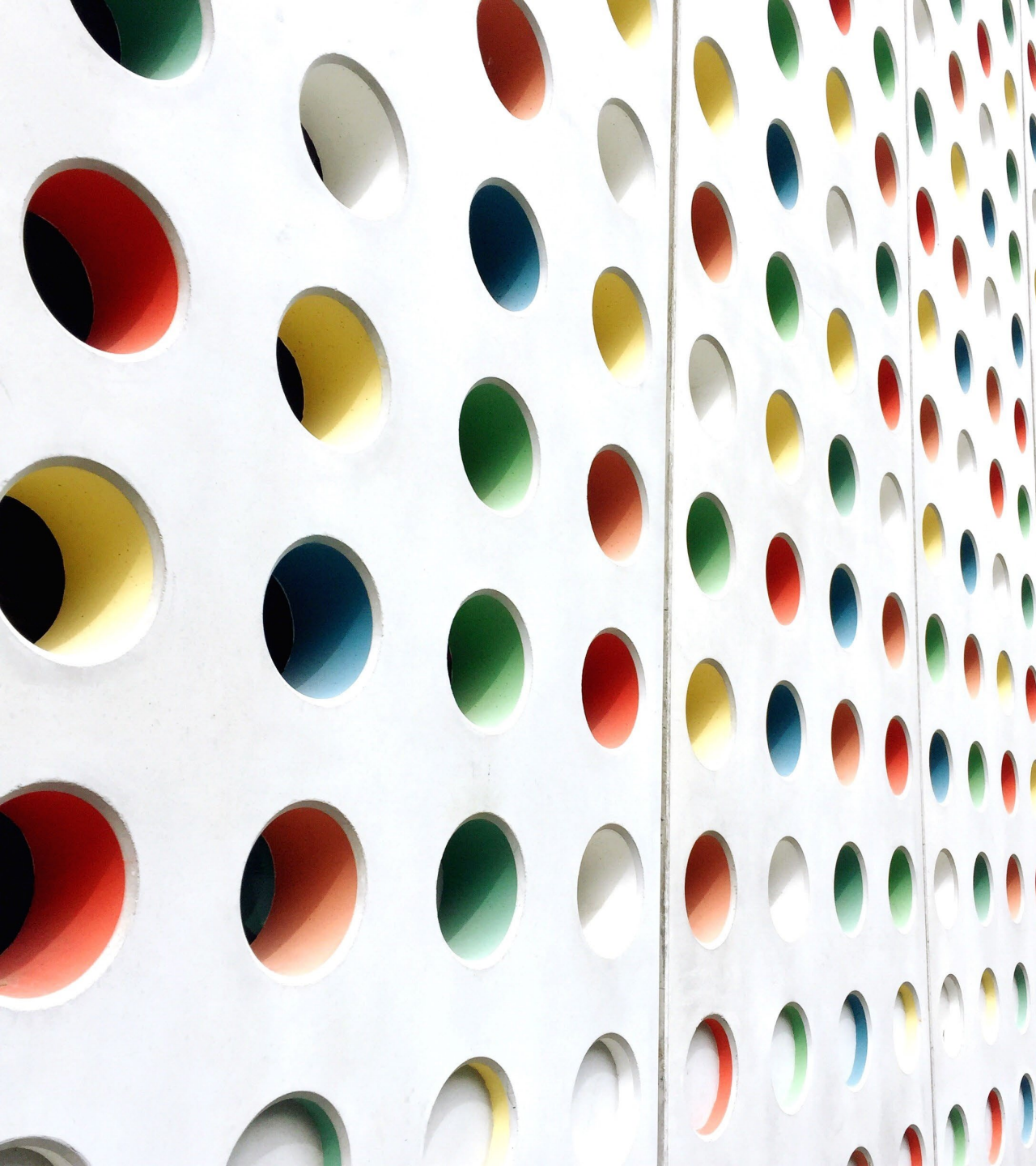




Title IX

PRESENTATION TO
NISD TRANSPORTATION
JULY 29, 2025

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Coordinator

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Title IX
Coordinator



What is Title IX?

The 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*

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](#)

Nondiscrimination Statement

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.



How does this apply to Transportation?

On busses...

We don't allow discrimination—anywhere.

Discrimination is the “unjust” or “prejudicial treatment” of different categories of people, especially on the grounds of ethnicity, age, sex, disability.

If we were to allow sexual harassment to be unchecked on busses, we would be preventing a child from accessing our learning and programs because of sex. That is discrimination.

Same is true of any protected class, but it's not addressed like Title IX addresses sex. In an effort not to leave girls out of education and jobs (lawyers and doctors, athletics), Title IX was passed in 1972.

It happens on
busses...



What am I looking for? What is a violation?

Sexual Harassment is Defined in Regulations (2020)

1. Quid Pro Quo

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 recipient's education program or activity.

3. Sexual Violence

(VAWA/Clery Act) – Sexual assault, domestic violence, dating violence, stalking.

What am I looking for?

“on the basis of sex”...

Always if it involves an adult and a student. (1.)

Always if it's a crime. (3.)

Students are unkind to one another often. But when their behavior turns to sex discrimination—severe, pervasive, objectively offensive—that they can't access learning and programs (2.)... those things have to be reported to me specifically because of this special law that says so.

Hostile Environment Harassment in Detail

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, taking their stuff and not giving it back, going through their possessions)
- Physical aggression, threats, intimidating conduct based on a person's actual or perceived sexual orientation or gender identity (students objects at student who identifies as gay)
- Obscene phone calls, texts, emails, social media posts

Examples



What am I supposed to do?

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

What happens then?

May need to get a statement from you.

We'll do the investigating – you don't need to.

Supportive Measures – may come from campus admin or Transportation leadership. Must be implemented until we say stop. Let me know if there are issues.

You may not know what takes place. Doesn't mean nothing was done. If you want to make sure it was handled, ask me!

Don't cover it up.

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

Consider what happens if you know but don't report, and then the student goes home and tell the guardian—and you know, but did nothing...

OCR will come investigate.

If you know, let me know.

How can you find me?

Stop and ask an AP to get me on the line.

You can take my business card.

You can look me up online.

Ask your supervisor for my information.

Online form: <https://forms.nisdtx.org/Forms/TitleIX>



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Stop
harassment.



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Report it.



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Do not be
deliberately
indifferent.