



Title IX
Presentation to Food Services
Northwest ISD
August 11, 2025

Cindy Bauter
Title IX Coordinator

Contact Information

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



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

District Policy

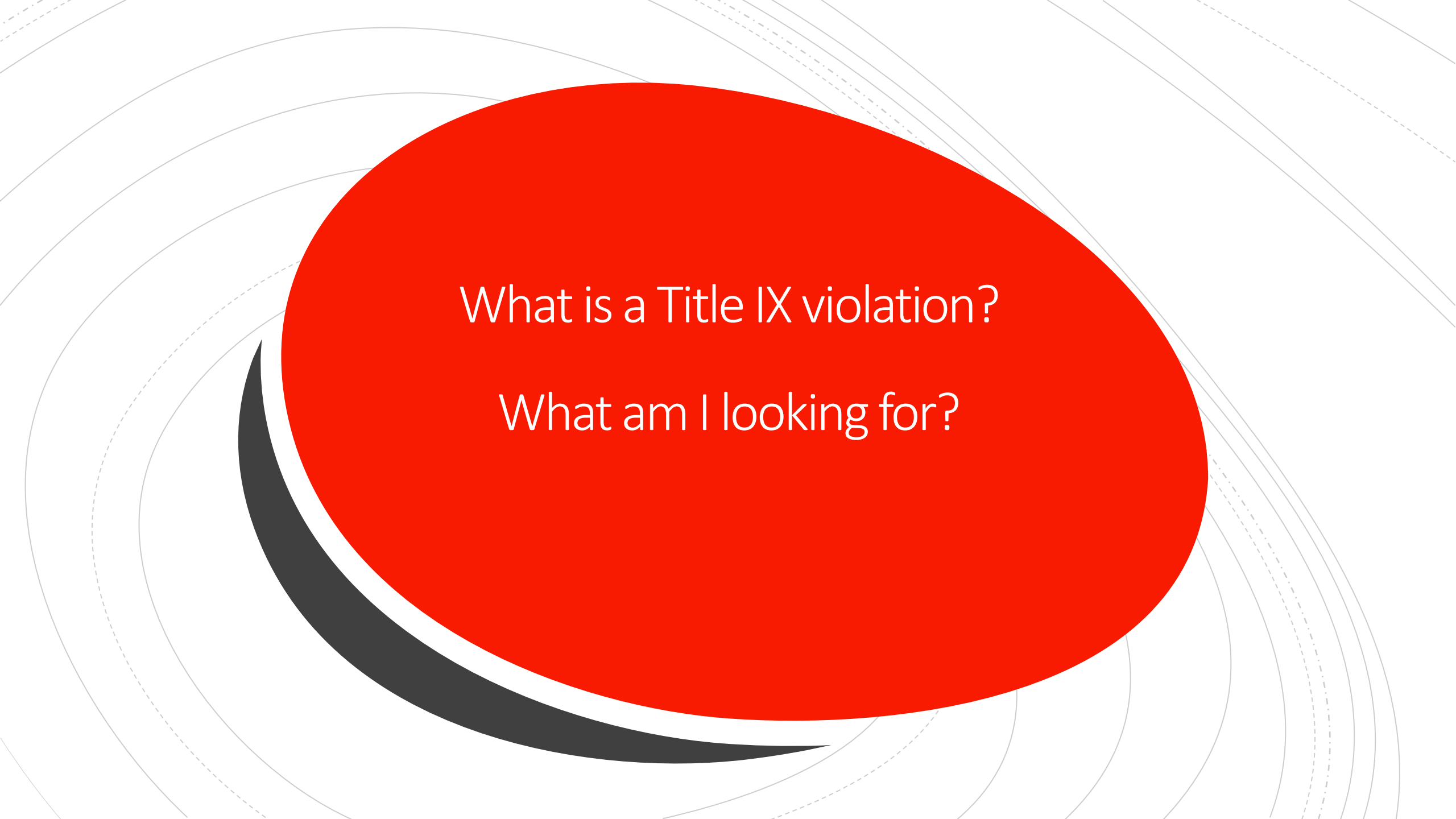
- The District prohibits discrimination, including harassment, against any student. Discrimination is defined as treating a student or group of students differently from similarly situated students on the basis of race, color, religion, sex, gender, national origin, age, disability, or any other basis 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	45
Hall	23
Playground	15
Bus	10
Cafeteria	8
Off Campus	7
Restroom	7
Art/Music/PE	8 (3 PE)
gym	5
Unspecified	7
Locker room	3
Natatorium	3
Band	2
Theater	2
Weight Room	1
Resource Room	1

The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. A large, solid red oval is positioned in the center-right of the frame. A dark gray, curved shape, resembling a thick comma or a stylized 'C', is located to the left of the red oval, partially overlapping it.

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

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.

“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

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.

- You'll have my information.
 - Posters.
 - 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.

If you know,
let me know.

How can you
find me?

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District Administration Legal
Counsel Office

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