



Northwest ISD Title IX Employee Training 2025-2026

required annual training



Why do I have to complete this module?

All employees must know:

- what Title IX is,
- who the Title IX Coordinator is, and
- how to report a violation.



Note: Title IX Regulations from 2020 are in effect

April 2024: the Department of Education released the 2024 updated Regulations for Title IX to be implemented nationwide.

July 2024: a US District Court in the Northern District of Texas enjoined the 2024 regulations, meaning that schools in Texas would continue to follow the 2020 Title IX rules.

January 2025: a federal court in Kentucky struck down the 2024 rule nationwide.

Therefore, text in this training reflects the 34 Code of Federal Regulations Part 106 as it existed in 2020.



The reporting responsibility applies to *all* NISD employees.

Whenever any employee of a K-12 school has notice of a Title IX violation, including *allegations* of sex-based harassment, the employee **must** report to an administrator and/or to NISD's Title IX Coordinator.

In elementary and secondary schools, notification made to ANY employee puts the school on notice.

Any employee also includes bus drivers, cafeteria workers, maintenance personnel, and employees who are not based on a campus.





What is Title IX?

Title IX is a protection under federal law in the Civil Rights Act of 1972.



Title IX Law:

No person in the United States shall, on the basis of sex, be excluded from participation in, denied the benefits of, or be subject to discrimination under any education program or activity receiving federal financial assistance.



Title IX covers:

- Sex-based discrimination (of all kinds, including equality in athletic facilities)
- Hostile environment harassment
- Sexual Assault (Domestic violence, dating violence, stalking, retaliation)
- Inappropriate teacher-student relationships
- Retaliation for reporting a violation or participating in a Title IX investigation



Northwest ISD policy complies with Title IX, and protects students and employees.

Title IX prohibits anyone in the District from excluding, denying, and discriminating based on sex.

NISD Board Policy (Legal) and (Local):

DIA — Employee Welfare: Freedom from Discrimination, Harassment, and Retaliation

FFH — Student Welfare: Freedom from Discrimination, Harassment, and Retaliation

FFI — Student Welfare: Freedom from Bullying



Federal Regulations define ***SEXUAL HARASSMENT***
as **conduct on the basis of sex** that satisfies one or
more of the following:

(1) Quid Pro Quo harassment by an employee of an educational institution

(2) Unwelcome conduct that a reasonable person would find to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or

(3) Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act).



A sexual harassment claim qualifies as Title IX when:

The school has actual knowledge of sexual harassment

that occurred within the school's education program or activity;

against a person in the United States.



A school's program or activity includes sexual harassment

When it occurs on district property, *or*

During an activity substantially controlled by the district,

Including any time or any place a district employee and a student are involved.



NISD's Title IX Coordinator is Dr. Cindy Bauter.

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Who can report a violation?

Anyone who has knowledge of a Title IX violation, including a sexual harassment incident or allegation, can tell any district employee.



Who *must* report a violation?

District employees are mandated reporters. You must report to the Title IX Coordinator.

Whenever any employee of a K-12 school has notice of a Title IX violation, including *allegations* of sexual harassment, the employee *must* report to an administrator and/or to NISD's Title IX Coordinator.

In elementary and secondary schools, notification to ANY employee puts the school on notice.

Any employee includes bus drivers, cafeteria workers, maintenance personnel, employees who are not based on a campus.



Do not be deliberately indifferent.

It is a violation of Title IX federal law for the District NOT to take action when a district employee knows of a Title IX violation.



Review of Title IX Reporting

A Title IX violation
(discrimination on
the basis of sex)

Involving any
student or
employee

Reported to any
district employee

Reported by
anyone

Obligates the
employee to
promptly tell an
administrator
and/or the
district's Title IX
Coordinator, Dr.
Cindy Bauter.



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