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REACHING NEW HEIGHTS OF EXCELLENCE

2025-2026



Title IX & New Texas Laws

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What is Title IX?

Federal Law

that prohibits **sex-based** harassment and discrimination in **education** programs and activities. [1]

Purpose

to ensure **equal access to education** and promote a safe and inclusive learning environment for **all students**. [1]

Footnotes:

[1] 20 U.S.C. § 1681(a): Title IX of the Education Ammendment of 1972.



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Dallas ISD's Title IX Grievance Process

In accordance with Title IX and its implementing regulations, Dallas ISD's Board of Trustees has adopted Board policies regarding responding to formal complaints of sexual harassment. A copy of the policy can be found [here \(FFH \(Local\)\)](#) and the legally-referenced policy can be found [here \(FFH \(Legal\)\)](#).



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What is conduct based on sex?

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What is conduct based on sex?

- Discrimination based on sex
- Harassment based on sex
- Sexual Assault
- Retaliation

Campus Roles & Responsibilities in Title IX

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Dallas ISD Campus Title IX Roles

ALL CAMPUS (AND DISTRICT) EMPLOYEES

- Report knowledge or suspicion of potential sex-based conduct to Title IX and all agencies required by policy/law
 - Provide supportive measures as directed

CAMPUS ADMINISTRATION

- Assign an administrator as Title IX campus liaison
 - Manage/Oversee Title IX Campus Liaison duties
 - Campus Liaison back-up during Liaison absence

CAMPUS LIAISON

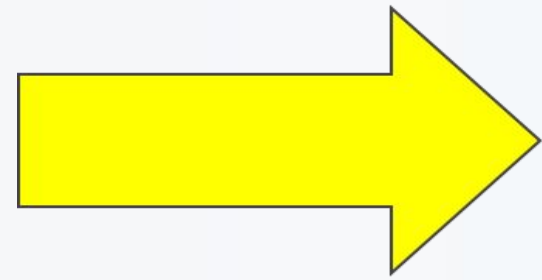
- POC for Title IX matters

- ✓ Should be an Asst. Principal also tasked with discipline
- ✓ Larger campuses will have more than one CL
- ✓ Assign 1 Campus Liaison per 1K enrollment.

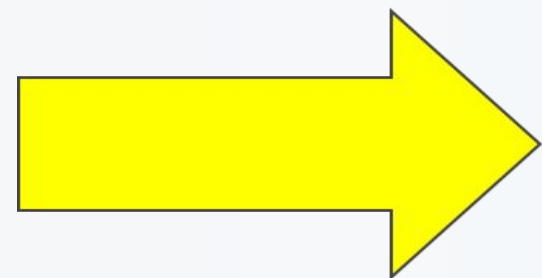
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Reporting Sex-Based Conduct



ALL employees must **immediately report** knowledge or suspicion of sex-based misconduct to **ALL** applicable departments/agencies. [3]

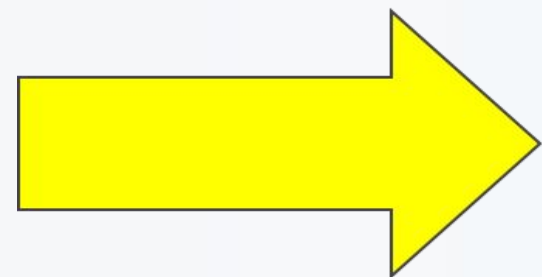


Report to **Title IX AND all other District departments or outside agencies** as required by policy or law.

Reporting to Title IX
DOES NOT fulfill your duties of reporting to Dallas ISD PD/CPS/CIR/etc.



Reporting to CPS/PD/Dallas College T9/etc.
DOES NOT fulfill your duties of reporting to Dallas ISD Title IX.



Sex-based allegations should remain **confidential** and only shared with **required** departments/agencies



Reporting Sex-Based Conduct



**Do not try to make
pre-determinations
on any sex-based
allegation.**

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Supportive Measures

Wellness	Security	Academic
<ul style="list-style-type: none">• Counseling• Medical Referrals• Excused Absences• Risk Assessment• Mental Health Support• Parent Support & Advocacy• Pull-Out Services	<ul style="list-style-type: none">• Safety Plan• No Contact Order• Hallway Escort• One-on-one• Lunch Schedule• SRO Consult• Behavior Monitoring• Transportation	<ul style="list-style-type: none">• Excused Absences• Assignment Extensions• Tutoring• Assigned Seating• Transfers• Homebound• Change in Schedule

Notify Title IX immediately

The Title IX Office manages ALL supportive measures, and the campus staff/liaison assists with implementation and monitoring. Don't wait to assist students by offering supportive measures that would provide them with immediate relief such as a safety plan, hallway escort, or excused absences. Reach out to Title IX if additional support is needed.

Dallas ISD Title IX Process

1. Report

2. Assessment

3. Investigation

4. Decision

5. Appeal

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Do's and Don'ts

- ✓ **Report** sex-based allegations
- ✓ Maintain **confidentiality** of allegations
- ✓ Offer **supportive measures**
- ✓ Cooperate/manage **investigations**
- ✓ Attend Title IX **training**



- ⊘ **Discourage** reporting or **fail to report** sex-based allegations
- ⊘ **Retaliate** against anyone involved in a Title IX allegation
- ⊘ **Disclose** confidential information (FERPA violation)
- ⊘ **Investigate** matters not assigned to your campus by PSO/Title IX office
- ⊘ **Discipline** any parties involved until the Title IX process is complete (presumption of innocence until determination of responsible)

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Thank you!

Title IX Office

titleix@dallasisd.org

972-581-4230

District Reporting Hotline: **1-800-530-1608**

District EthicsPoint Online Reporting:

<https://www.tnwgrc.com/dallasisd/>

Title IX Website: dallasisd.org/TitleIX

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New Texas Laws:

HB 4623 & SB 571



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House Bill 4623: Snapshot

- Effective Sept. 1, 2025, **for the first time ever**, school districts and district employees may be sued for employee sexual misconduct involving students.
- The new Texas law requires that the district employee who commits the act or omission **be named as a defendant**.



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House Bill 4623: Snapshot

A school district that is **grossly negligent** or **reckless**, or engages in **intentional misconduct** in:

- **hiring,**
- **supervising** OR
- **employing**

a district employee **is liable** for an act or omission committed by the employee against a student that is:

- (1) sexual misconduct; or
- (2) failure to report suspected child abuse or neglect under Section 261.101 of the Family Code.



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What this means for *you*...

- the District and **you** can be named and found liable in a lawsuit against the district, and
- damages may be awarded up to **\$500,000** for each claimant.



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What is sexual misconduct?

- Trafficking of persons (Texas Penal Code §20A.02)
- Continuous sexual abuse of young child or disabled individual (§ 21.02)
- Public lewdness (§ 21.07) (i.e., public sexual intercourse)
- Indecent exposure (§ 21.08)
- Indecency with a child (§ 21.11)
- Improper relationship between educator and student (§ 21.12) (defined as sexual contact or sexual intercourse)
- Invasive visual recording (§ 21.15) (i.e., photograph or video of intimate area; photographing or videoing bathroom or changing area)
- Unlawful disclosure or promotion of intimate visual material (§ 21.16)

What is sexual misconduct?

- Unlawful production/distribution of certain sexually explicit videos (Texas Penal Code §21.165) (updated to cover “deep fakes”)
- Voyeurism (§ 21.17) (i.e., observing others where there is a reasonable expectation of privacy)
- Sexual coercion (§ 21.18)
- Unlawful electronic transmission of sexually explicit visual material (§ 21.19)
- Sexual assault (§ 22.011)
- Indecent assault (§ 22.012) (i.e., non-consensual sexual touching or exposure)
- Aggravated sexual assault (§ 22.021)
- Sexual performance by a child (§ 43.25)



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Gross Negligence – HIRING

- A District that is grossly negligent or reckless in the HIRING of an employee is liable for sexual misconduct committed by the employee.
- Red flags in the hiring process that should prompt further due diligence:
 - Nonrenewal of a probationary contract if applicant does not indicate the reason for the nonrenewal;
 - Applicant has moved from district to district in short periods of time

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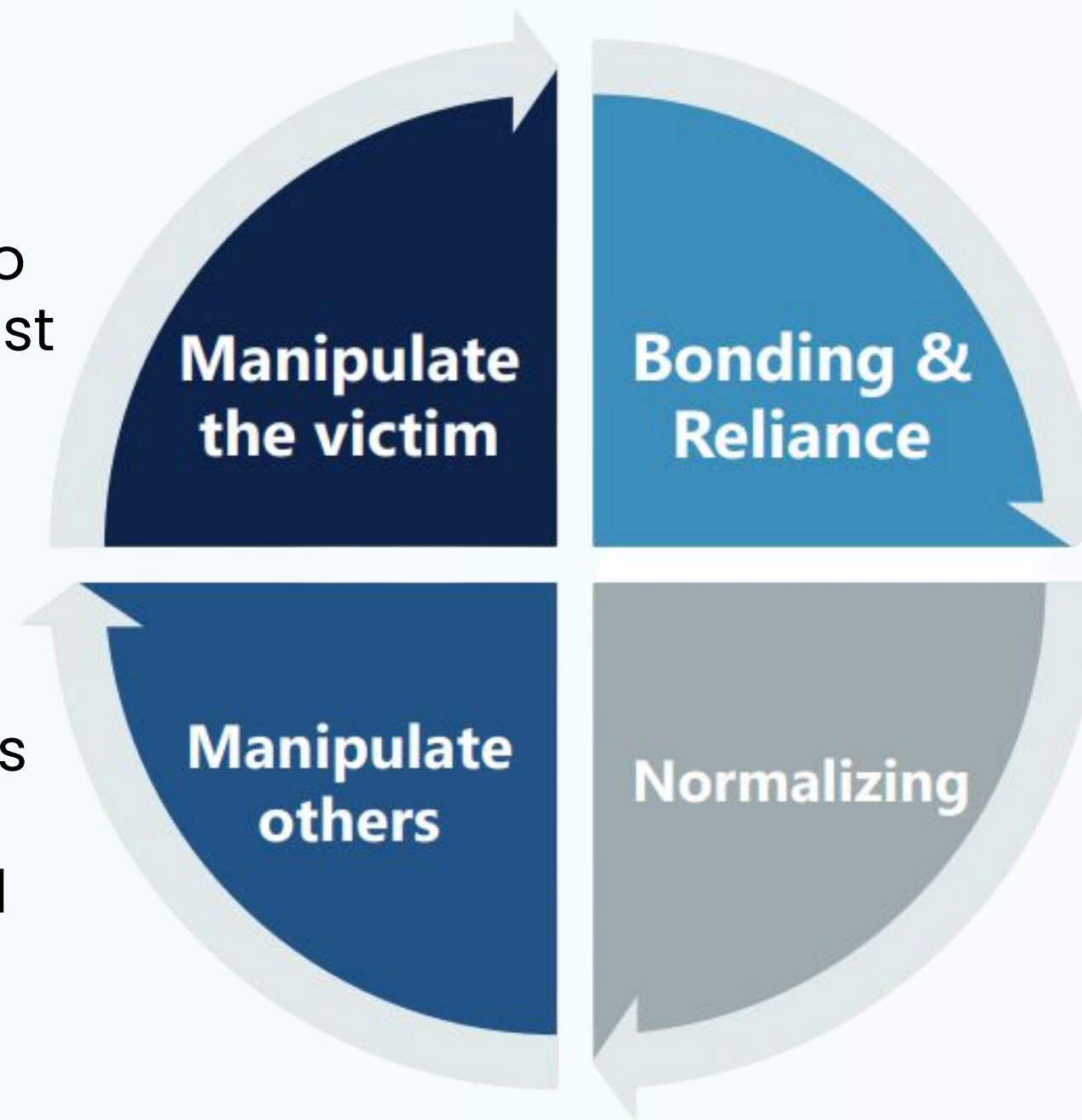
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Gross Negligence – Supervision or Employment

“Grooming” Behaviors to Look Out For

Grooming refers to the manipulative behaviors employed by a perpetrator to gain the cooperation and trust of the victim to avoid detection.

Grooming also involves earning the trust of the child’s family members and the perpetrator’s colleagues and supervisors.



Bonding actions and boundary crossing include targeting a student for a “special” bond or relationship (“I can talk to you”, “you’re so mature”)

Abusers encourage the victim’s reliance through tutoring, counseling, lessons, grades, food, transportation

“Normalizing”: acting like a peer; discussing sexual topics; use of social media

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Key Differences between Title IX & New Sexual Misconduct Law

Title IX prohibits sex discrimination and “sexual harassment” which includes certain sexual offenses

- **Title IX** – covers **student-on-student** sexual harassment, **sexual harassment of a student by any employee**, and **sexual harassment by third parties** if the school has substantial control of the harasser and context of harassment
- **New sexual misconduct law** – covers criminal conduct as set forth in Texas Penal Code by a **district employee**



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Key Differences between Title IX & New Sexual Misconduct Law

- **Title IX** – requires **actual knowledge** of sexual harassment, and an **appropriate person** must have knowledge
- **New sexual misconduct law** – may require less— a **foreseeable risk**.
 - Examples: Knowledge of previous substantiated misconduct, multiple student concerns reported, witnessing/hearing boundary concerns with students



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Key Differences between Title IX & New Sexual Misconduct Law

- **Title IX** – provides the **procedure for responding**
- **New sexual misconduct law** – will require focus on **prevention**



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Senate Bill 571: Snapshot

New reporting obligations (**already in effect**): The Legislature has amended the Education Code to expand reporting obligations to SBEC and TEA. Amendments require that a **Principal** must report to the Superintendent within 48 hours of becoming aware of evidence of any of the following misconduct by an employee:

- abuse or unlawful act with student or minor, including **physical mistreatment or threat of violence**;
- involved in **or solicited** a romantic relationship or sexual contact with student or minor;
- **engaged in inappropriate communications with a student or minor**; OR
- **failed to maintain appropriate boundaries with a student or minor.**

What does this mean for *me*?

- Your CIR and/or Hotline report must be filed within **48 hours**.
Your CIR serves as notification to the Superintendent.



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Senate Bill 571: Snapshot

Senate Bill 571 amends the Texas Family Code by **shortening** the time (from 48 hrs to 24 hrs) for reporting child abuse to law enforcement.

Professionals **must report** suspected child abuse to a law enforcement agency within **24 hours** after the professional first has “reasonable cause to believe that the child has been or may be abused or neglected”

Definition of “child abuse” amended to include “sexual conduct harmful to a child’s mental, emotional, or physical welfare, including conduct that constitutes an **improper relationship between an educator and a student under Texas Penal Code 21.12**”

“Law enforcement agency” = **Does NOT include Dallas ISD PD**



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How Can I Protect the District from Liability?

Hiring

- Ensure thorough screening of applicants
- Follow up on “red flag” applicants

Supervising

- Remain vigilant on campus
- Strong mentoring of new teachers/staff
- Admin response – investigation and documentation
- Be observant of closed doors and covered windows
- Reinforce Employee Standards of Conduct/Educators’ Code of Ethics

Reporting

- Ensure that you report all suspected child abuse or neglect (including sexual abuse and inappropriate employee-student relationships) within 24 hours.



Legal Advice Email: LegalAdvice@dallasisd.org
Title IX Email: TitleIX@dallasisd.org

Thank You

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