



North East Independent School District

8961 TESORO DRIVE - SAN ANTONIO, TEXAS 78217

Title IX

The U.S. Department of Education released the Final Rule under Title IX of the Educational Amendments Act of 1972 on May 6, 2020, which prohibits discrimination on the basis of sex in educational programs or activities receiving federal funds. While this new rule was originally intended for institutions of higher education, the Department of Education mandated that all K-12 public schools comply with it beginning August 14, 2020. The changes made by the U.S. Department of Education are to ensure that all educational programs have a transparent and consistent process established that promptly investigates an allegation of sexual harassment or prohibited conduct while maintaining fair and equitable educational opportunities for the parties involved. Under the new regulations, schools are required to provide a letter to all students, parents/guardians, employees, applicants, and teacher organizations regarding the District's Title IX policies, procedures, Title IX Coordinators contact information, and how to report an allegation of discrimination on the basis of sex.

The North East Independent School District (ISD) prohibits discrimination, including harassment, against any student or employee on the basis of race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law. In addition, the North East ISD in conjunction with Title IX protects students and employees from sex or sex-based discrimination, sexual harassment, sexual assaults, dating and domestic violence, as well as stalking and retaliation, in educational programs and activities.

The procedures that outline how the District will promptly handle a Title IX formal complaint are located on the NEISD Administrative Regulations FFH which can be found at <https://www.neisd.net/cms/lib/TX02215002/Centricity/domain/274/section%20f/FFH-STUDENT-WELFARE-FREEDOM-FROM-DISCRIMINATION-HARASSMENT-AND-RETALIATION.pdf>.

Anyone who believes they have been sexually harassed or witnessed a person be sexually harassed, or otherwise believes they have been subjected to the prohibited conduct listed above, should contact the principal/Campus Behavior Coordinator, another administrator, counselor, teacher, or other campus/District staff to report the incident. A report may be made by an individual at any time verbally, in-person, by phone, by U.S. mail, by certified mail, by email or utilizing the North East ISD Tip Line which can be found at https://northeastisd.az1.qualtrics.com/jfe/form/SV_9moM71otNKKr911.

Staff members who receive a complaint alleging sexual harassment or other prohibited conduct listed above shall promptly report the incident to the campus Title IX Coordinator. The Principal/Campus Behavior Coordinator serves their respective campus as the Title IX Coordinator. The District Title IX Coordinators' information can be located on Board policy exhibits FFH and DIA, using the following links.

FFH: <https://pol.tasb.org/Policy/Code/179?filter=FFH>

DIA: <https://pol.tasb.org/Policy/Code/179?filter=DIA>

The campus Title IX Coordinator information can be found on the respective campus website, or on any of the following links: the District Title IX webpage, which can be found at <https://www.neisd.net/titleix>, the District Student/Parent Handbook, which can be found at <https://www.neisd.net/Page/9717>, or the NEISD Administrative Regulation FFH (Forms), which can be found at <https://www.neisd.net/site/default.aspx?PageType=3&DomainID=274&ModuleInstanceID=23524&ViewID=6446EE88-D30C-497E-9316-3F8874B3E108&RenderLoc=0&FlexDataID=57760&PageID=10007>.

To the greatest extent possible, the District shall respect the privacy and identity of the complainant, respondent, and witnesses. Limited disclosures may be necessary to conduct a thorough investigation, comply with the applicable law, conduct the Title IX formal complaint process, and to implement supportive measures.