CONFERENCE PROGRAM

Conference Schedule • Concurrent & Featured Sessions • Presenter List & Abstracts

2016 ATIXA/SCOPE Joint National Conference

October 5–8 • Philadelphia
Dear 2016 Joint Conference Attendees,

On behalf of the Association of Title IX Administrators (ATIXA) and the School and College Organization for Prevention Educators (SCOPE), our Executive Teams, the Conference Committee, and Advisory Boards, we are pleased to welcome you to the third ATIXA/SCOPE Joint National Conference.

This year’s conference is a multidisciplinary exploration of Title IX and Prevention Education, bringing together two unique and inter-related fields to encourage necessary cross-collaboration, networking, and the sharing of best practices. We are grateful to our Featured Speakers and welcome their sharing of wisdom, proficiency, and talent as trainers and practitioners. In addition, we thank all of our concurrent session presenters for their willingness to offer knowledge, successful practices, capability, and guidance on a range of current and challenging topics.

We welcome Laci Green as our opening Keynote Speaker, and thank her for sharing her experience and expertise around online consent and prevention work. This year, our closing Keynote will feature a panel of familiar faces and ATIXA experts, W. Scott Lewis, Saundra K. Schuster, Brett A. Sokolow, and Daniel C. Swinton, who will review some of the most significant cases of the year, share their insider perspectives, identify trends, and help conference attendees to understand the trajectory of future potential litigation.

ATIXA and SCOPE are pleased to introduce a new mentoring program at this year’s conference that pairs current and new ATIXA members for one-on-one professional development. This year, we have also expanded our pre- and post-conference offerings to include our certification courses, and appreciate those of you extending your stay with us to be a part of our trainings. Also new is our conference mobile application to enhance your experience in Philadelphia. In addition, this marks the first year that ATIXA’s Communities of Practice are reflected as concurrent session track options.

As the professional home for campus and school district Title IX Coordinators and Administrators, ATIXA has much to be excited about in our fifth year. Our association now counts more than 6,800 members across the country and has certified more than 8,400 Title IX Coordinators and Investigators. ATIXA is the leading association for Title IX administrators and continues to grow each week. At the conference each year, we renew our focus and efforts to offer professionals across the country the resources, connections, and information needed to better serve your campuses and constituencies, just as you renew your commitment to excellence in your field and to continued growth in the coming year.

We warmly welcome you to our Joint National Conference. We invite you to connect to ATIXA as your professional home, and to refresh and expand your connections with like-minded and dedicated colleagues from all over the country. We know you will experience meaningful professional development that will help to inform and transform your work. Your loyalty to ATIXA is greatly appreciated and we look forward to serving your professional development needs in the months and years ahead.

Special thanks to the Conference Committee for its diligent planning and execution of this conference and to our Advisory Board Members for planning efforts year-round and for taking the time to be with us over these next few days. Most importantly, we thank you for being with us. We are thrilled you are here, and excited to share the conference with you.

Regards,

Michelle N. Issadore, M.Ed., Executive Director, SCOPE Joint Conference Co-Coordinator

Daniel C. Swinton, J.D., Ed.D., Senior Associate Executive Director, ATIXA

Brett A. Sokolow, J.D., Executive Director, ATIXA

Marianne E. Price, M.S., Associate Executive Director, ATIXA

Marianne E. Price, M.S., Associate Executive Director, ATIXA Joint Conference Co-Coordinator
SCHEDULE AT A GLANCE

Tuesday, October 4
8:00 a.m. – 9:00 a.m.
Pre-Conference Registration & Check-In
Available to pre-registered attendees only.
Franklin A Foyer, Level 4

9:00 a.m. – 5:00 p.m.
Pre-Conference Events
Pre-registration required.
• Campus Victim/Survivor Advocate and Campus-Serving Victim/Survivor Advocate Level One Training Course – Franklin 2, Level 4
• Civil Rights Investigator Level One Training and Certification Course – Franklin 3 & 4, Level 4
• Part I: Title IX Coordinator and Administrator Level One Training and Certification Course – Franklin 1, Level 4

Wednesday, October 5
8:00 a.m. – 9:00 a.m.
Pre-Conference Registration & Check-In
Available to pre-registered attendees only.
Franklin A Foyer, Level 4

9:00 a.m. – 5:00 p.m.
Pre-Conference Events
Pre-registration required.
• Title IX Policy and Procedures Training (Non-Certification) – Franklin 13, Level 4
• Campus Victim/Survivor Advocate and Campus-Serving Victim/Survivor Advocate Level One Training Course – Franklin 2, Level 4
• Civil Rights Investigator Level One Training and Certification Course – Franklin 3 & 4, Level 4
• Part I: Title IX Coordinator and Administrator Level One Training and Certification Course – Franklin 1, Level 4

5:00 p.m. – 10:00 p.m.
Exhibits
Salons Foyer, Level 5

5:30 p.m. – 7:00 p.m.
General Conference Registration
Pre-registration required.
Registration Desk 1, Level 5

7:00 p.m. – 9:00 p.m.
Opening Keynote, All-Conference Session
Consent is Sexy: Prevention Messaging for the YouTube Generation
Salons E & F, Level 5

9:00 a.m. – 10:00 p.m.
Welcome & Sponsor Reception
All conference attendees welcome.
Salons Foyer, Level 5

Thursday, October 6
7:30 a.m. – 9:00 a.m.
Breakfast
Salons Foyer, Salons E & F, Level 5

9:00 a.m. – 5:00 p.m.
Exhibits
Salons Foyer, Level 5

9:00 a.m. – 10:30 a.m.
Featured Session A
Salon F, Level 5

10:30 a.m. – 11:00 a.m.
Mid-Morning Beverage Break
Franklin A Foyer, Level 4
Salons Foyer, Salons E & F, Level 5

11:00 a.m. – 12:30 p.m.
Concurrent Session One
• Yes, Title IX REALLY Applies to Employees: Integrating Title IX and Title VII in a Skeptical Environment – Franklin 1, Level 4
• New K–12 Title IX Coordinator: Where Do I Start? – Franklin 2, Level 4
• The Empowered Student Advocate in Sexual Violence Prevention and Intervention – Salon A, Level 5
• What You Can Say: Tricky Issues with FERPA and Title IX/VAWA – Salon B, Level 5
• Male Victims of Sexual Violence: Deconstructing Myths and Creating a Community of Healing – Salon C, Level 5
• Best Practices for Managing “Mandatory Reporter” or Required Referral Policies – Salon D, Level 5
• A Community in Need: Uncovering Domestic Violence Issues on Community College Campuses – Franklin 3, Level 4
• It’s Not Just Academic: Title IX in the Classroom and Creating Inclusive Classrooms – Franklin 4, Level 4

Legal Advocacy
Fatima Goss Graves, Senior Vice President for Program, National Women’s Law Center
Since Title IX was adopted nearly 45 years ago, it has opened opportunities for women and girls in education and transformed schools into spaces where students can be successful, safe, and healthy. This session will describe effective ways that organizations have used Title IX as the center of campaigns to drive critical change in K–12 and post-secondary schools.

Salon E, Level 5

Transgender Issues & Title IX
Erin Buzuvis, J.D., Professor of Law and Director, Center for Gender & Sexuality Studies, Western New England University; and Demoya Gordon, J.D., Staff and Transgender Rights Project Attorney, Lambda Legal
This session will examine the rights of students and other university community members to be free from institutional discrimination and harassment in contexts such as admissions, housing, facilities, and athletics. Though we will focus primarily on Title IX, we will also point out state laws that both conflict with and enhance the legal protections that Title IX provides.

Salon F, Level 5
### Schedule At A Glance

#### Friday, October 7

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Salons Foyer, Salons E &amp; F, Level 5</td>
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<tr>
<td>7:30 a.m. – 9:00 a.m.</td>
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<td>9:00 a.m. – 10:30 a.m.</td>
<td>Featured Session B</td>
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<tr>
<td>5:30 p.m. – 6:30 p.m.</td>
<td>ATIXA/SCOPE VIP and Super Member Reception</td>
<td>Franklin 13, Level 4</td>
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<td>6:30 p.m.</td>
<td>ATIXA Advisory Board Meeting</td>
<td>Meeting Rooms 401–403, Level 4</td>
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#### Session Two

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<th>Time</th>
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<tr>
<td>9:00 a.m. – 10:30 a.m.</td>
<td>Panel: College and University General Counsel Professionals Address Title IX</td>
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<td>9:00 a.m. – 10:30 a.m.</td>
<td>Breakfast</td>
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<td>Exhibits</td>
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<td>9:00 a.m. – 10:30 a.m.</td>
<td>Featured Session B</td>
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#### Conference Session

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<td>3:45 p.m. – 5:15 p.m.</td>
<td>Roundtable Topical Discussion Groups, all conference session</td>
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<tr>
<td>3:45 p.m. – 5:15 p.m.</td>
<td>Lunch on Own</td>
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<td>3:15 p.m. – 3:45 p.m.</td>
<td>Meet Your Mentor &amp; Meet Your Mentee</td>
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<td>1:45 p.m. – 3:15 p.m.</td>
<td>Concurrent Session Two</td>
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<td>12:30 p.m. – 1:45 p.m.</td>
<td>Afternoon Snack Break</td>
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<tr>
<td>12:30 p.m. – 1:45 p.m.</td>
<td>Meet Your Mentor &amp; Meet Your Mentee</td>
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#### Additional Information

- **Lunch on Own**: Available to pre-registered Mentors and Mentees only.
- **Concurrent Session Two**: Available to pre-registered Mentors and Mentees only.
- **Roundtable Topical Discussion Groups**: Available to pre-registered Mentors and Mentees only.
- **Optional Theme Dinners**: Registration Desk 1
  - Sign-up sheets are located in the Salon Foyer of Level 5. Please meet your theme dinner group at your noted dinner location

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Jennifer J. Freyd, Ph.D., Professor of Psychology, University of Oregon

For the past 25 years, Freyd and her students have investigated the impact of interpersonal trauma, discovering that betrayal trauma (such as assault perpetrated by a trusted other) is particularly toxic to both the physical and mental health of individuals. More recently, Freyd and her students have conducted research on the impact that institutional response has on individuals within universities, discovering that institutional betrayal can exacerbate the harm of sexual trauma. These and other findings will be presented with an eye toward steps that institutions can take to address interpersonal and institutional trauma.
10:30 a.m. – 11:00 a.m.  Mid-Morning Beverage Break  
*Franklin A Foyer, Level 4*  
Salons Foyer, Salons E & F, Level 5

11:00 a.m. – 12:30 p.m.  Concurrent Session Three  
- Unpacking Required Reporting: Strategies for Training Campus Security Authorities and Responsible Employees – *Franklin 1, Level 4*  
- Protecting Our Kids: Interim Measures for K–12 – *Franklin 2, Level 4*  
- The Bridge of Support: Results of an Effective Partnership Between Responsible Administration and Student Advocates against Sexual Violence – *Salon A, Level 5*  
- Title IX and ADA/504 Overlap: How Do You Maintain an Effective Collaboration between the Title IX, Accommodation, and ADA/504 Duties – *Salon B, Level 5*  
- Concurrent Investigations: Protocols and Procedures for Successfully Co-Investigating Title IX Complaints – *Salon C, Level 5*  
- Bridging the Gap: Collaborative Partnerships between Title IX and Victim Advocacy Organizations to Ensure a Trauma Informed Process – *Salon D, Level 5*  
- You Finished Your Climate Survey. Now What? – *Franklin 3, Level 4*  
- An Innovative Approach to the Movement to End Relationship Abuse on College Campuses – *Franklin 4, Level 4*

12:30 p.m. – 1:45 p.m.  Lunch on Own

12:30 p.m. – 1:45 p.m.  Mentor/Mentee Connection  
*Lunch on Own*

1:45 p.m. – 3:15 p.m.  Concurrent Session Four  
- Title IX: Bathrooms, Lockers Rooms, Transgender Athletes, and The Right to Play – *Franklin 1, Level 4*  
- Transforming ByStanders into UPStanders – *Franklin 2, Level 4*  
- Responding to Sexual Misconduct: Providing Comprehensive Advising, Accommodations, and Advocacy to Students on a Small College Campus – *Salon A, Level 5*  
- Sexual Violence Risk Factors in Fraternities and Sororities: Investigating the Intersection of Brother/Sisterhood, Social Culture, and Sexual Violence – *Salon B, Level 5*  
- Developing Practices in Investigative Interviews – *Salon C, Level 5*  
- Is it Title IX or Title VII or Both? – *Salon D, Level 5*  
- Building Relationships Across Borders: Assessing Title IX Resources and Support for Students Abroad – *Franklin 3, Level 4*  
- Safety in Numbers: Strategically Using Campus Climate Data to Transform Your Prevention and Response Efforts – *Franklin 4, Level 4*  

3:15 p.m. – 3:45 p.m.  Afternoon Snack Break  
Salons Foyer, Level 5

3:45 p.m. – 5:15 p.m.  Featured Session C  
*Salon E, Level 5*
Sexual assault rates have stagnated for 60 years despite intensive efforts (primarily focused on laws and policies) to prevent incidents. In this session, we will share findings and implications from interviews with students who are LGBTQ and/or who practice kink. In the face of marginalization, stigma, persecution, and violence, these communities have developed inventive and nuanced ways to communicate and negotiate relationships and consent. The resultant community cultural wealth holds incredible and actionable wisdom of benefit to everyone.

TUESDAY, OCTOBER 4
PRE-CONFERENCE EVENTS
Pre-registration required.
9:00 a.m. – 5:00 p.m.
Campus Victim/Survivor Advocate and Campus-Serving Victim/Survivor Advocate Level One Training Course
Franklin 2, Level 4
Civil Rights Investigator Level One Training and Certification Course
Franklin 3 & 4, Level 4
Part I: Title IX Coordinator and Administrator Level One Training and Certification Course
Franklin 1, Level 4

WEDNESDAY, OCTOBER 5
PRE-CONFERENCE EVENTS
Pre-registration required.
9:00 a.m. – 5:00 p.m.
Title IX Policy and Procedures Training (Non-Certification)
Franklin 13, Level 4
Campus Victim/Survivor Advocate and Campus-Serving Victim/Survivor Advocate Level One Training Course
Franklin 2, Level 4
Civil Rights Investigator Level One Training and Certification Course
Franklin 3 & 4, Level 4
Part I: Title IX Coordinator and Administrator Level One Training and Certification Course
Franklin 1, Level 4

GENERAL CONFERENCE REGISTRATION
Pre-registration required.
5:30 p.m. – 7:00 p.m.
Registration Desk 1, Level 5

EXHIBITS
Wednesday, October 5, 5:00 p.m. – 10:00 p.m.
Salons E & F, Level 5

WELCOME & SPONSOR RECEPTION
All Conference Attendees Welcome
Wednesday, October 5, 9:00 p.m. – 10:00 p.m.
Salons Foyer, Level 5

Partners, accompanying family, and travel companions are welcome to join us at the reception.
Concurrent Session 1
Thursday, October 6, 11:00 a.m. – 12:30 p.m.

Franklin 1, Level 4
YES, TITLE IX REALLY APPLIES TO EMPLOYEES: INTEGRATING TITLE IX AND TITLE VII IN A SKEPTICAL ENVIRONMENT
Community of Practice Tracks: Coordinator, Investigator
Kellie Brennan, J.D., Compliance Director and Title IX/Clerk Coordinator
Isn’t Title IX just a “student thing?” What about Title VII? In this session, presenters will unpack the facts and challenges around how Title IX applies to employees, beginning with the fact that it does. Using experiences in revising university policies pursuant to an OCR voluntary resolution agreement, the presenters will share the lessons learned in developing policies and procedures that incorporate Title IX and Title VII standards; explain how they sometimes differ; and how that can impact related procedures such as collective bargaining and faculty discipline. The presenters will also discuss how employee complaints under Title VII and Title IX are processed by the EEOC and OCR, and how to anticipate issues for potential litigation.

Franklin 2, Level 4
NEW K–12 TITLE IX COORDINATOR: WHERE DO I START?
Community of Practice Tracks: K–12, Coordinator, Advocacy/Prevention
Bill Howe, Ed.D., President, Multicultural Dimensions, and former Connecticut State Title IX Coordinator
K–12 School administrators and new Title IX Coordinators often lack sufficient guidance on where to start and what to include in implementing Title IX policies and practices. This session will provide an overview of a step-by-step process to meet compliance. Additionally, the session will explore where to seek assistance, discuss valuable online resources, and offer a frank discussion of the politics of being a Title IX Coordinator.

Salon A, Level 5
THE EMPOWERED STUDENT ADVOCATE IN SEXUAL VIOLENCE PREVENTION AND INTERVENTION
Community of Practice Tracks: Advocacy/Prevention, Coordinator, Student, K–12
Jennifer Ball, Ph.D., Title IX Coordinator; Bette King; Cate Rosen; and Lauren Fishel
Clarkson University Students are key to transforming our campuses. Yet, they are too removed from the process of developing prevention and intervention strategies and their deployment. The presenters will share workable strategies to allow students to play a central role in the process and insights to common misunderstandings between staff and students on these issues.

Salon B, Level 5
WHAT YOU CAN SAY: TRICKY ISSUES WITH FERPA AND TITLE IX/VAWA
Community of Practice Tracks: Coordinator, Investigator, K–12
Melissa M. Carleton, J.D., General Counsel; Samantha Jones Hughes, M.Ed., Title IX/Civil Rights Coordinator, Kenyon College
When is it OK to share information about a case, and when does federal law require confidentiality? This session will take a look at tricky issues such as social media firestorms, litigation, suicidal threats, and other situations that may make you want — or need — to speak up. Audience participation will be encouraged through the use of examples to illustrate concepts and live electronic voting to poll participants on how they would respond. The presenters will tie concepts together and help attendees issue-spot as if they were involved in real-life situations.

Salon C, Level 5
MALE VICTIMS OF SEXUAL VIOLENCE: DECONSTRUCTING MYTHS AND CREATING A COMMUNITY OF HEALING
Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator, Student, K–12
Zachary Ahmad-Kahloon, Male Victim Program Coordinator and Educator, University of New Hampshire
Sexual Harassment and Rape Prevention Program
This program will examine the myths and misconceptions surrounding male victims of sexual violence and discuss how we best create a community that is conducive to healing. Through a combination of group activities, videos, and current research, the presenters will provide a space that allows participants to ask questions and learn more about this often forgotten about population. Attendees will leave with a greater understanding of male victims of sexual violence and practical skills to better engage, support, and work with these men.

MID-MORNING BEVERAGE BREAK
10:30 a.m. – 11:00 a.m.
Franklin A Foyer, Level 4
Salons Foyer, Salons E & F, Level 5

LUNCH ON OWN
12:30 p.m. – 1:45 p.m.

MEET YOUR MENTOR & MEET YOUR MENTEE
Available to pre-registered Mentors and Mentees only.
12:30 p.m.
Franklin 13, Level 4
We did not realize that domestic violence was possibly one of the biggest challenges faced by a significant number of individuals on our campus. Once we began to actively campaign to specifically address domestic violence, reports skyrocketed and so did the need for outreach and services. From consultation with other community colleges across the United States, we learned that this was not a unique situation. This presentation will explore how our college uncovered the issues that no one else was talking about, how we worked together with local services providers to provide more resources, and how we began to build a community coalition to bring education, cohesiveness, and a greater understanding of the problem to light.

Franklin, Level 4

IT’S NOT JUST ACADEMIC: TITLE IX IN THE CLASSROOM AND CREATING INCLUSIVE CLASSROOMS

Community of Practice Tracks: Coordinator, Advocacy/Prevention
Amy Zavadil, Ph.D., Associate Dean for Equity and Title IX Coordinator; and Natalie Friedman, Ph.D., Dean of Studies, Barnard College

Through interactive discussion, case studies, and questions and answers, this session will explore opportunities to engage faculty in Title IX efforts in the classroom. We will discuss considerations for faculty reporting and training for student support; provide suggestions for how we can help students learn in the age of compliance; and explore how to be inclusive without diminishing (and likely enhancing) the academic experience.

Concurrent Session 2
Thursday, October 6, 1:45 p.m. – 3:15 p.m.

Franklin 1, Level 4

UNDERSTANDING INTIMATE PARTNER CAMPUS HOMICIDES: WHAT CAN WE LEARN ABOUT PREVENTION AND EDUCATION?

Community of Practice Tracks: Coordinator, K–12, Student, Advocacy/Prevention
Lisa C. Smith, J.D., Professor, Brooklyn Law School

Campus homicides are the most frightening occurrences for students, parents, administrators, faculty, and public safety officers on college and university campuses. The homicide victims and perpetrators come from all socio-economic classes, races, and educational backgrounds, and campuses are geographically diverse. This presentation will discuss campus homicide statistics, analyze cases and their shared characteristics, and focus on prevention and education initiatives.

Franklin 2, Level 4

FEDERAL TITLE IX COMPLIANCE REVIEWS TO ADDRESS GENDER EQUITY IN STEM

Community of Practice Tracks: Coordinator, Student
David Chambers, J.D., Civil Rights Compliance Manager; Bob Cosgrove, B.A., External Civil Rights Compliance Manager; Rebecca Kraus, Ph.D., Civil Rights Analyst and Title IX Program Manager, NASA; Sharon Wyatt, J.D., Attorney and Advisor, Department of Energy; Rhonda J. Davis, M.S., Head of the Office of Diversity and Inclusion; and Lisa M. Frehili, Ph.D., Moderator, National Science Foundation

Did you know that besides the U.S. Department of Education, other federal agencies, particularly those funding research in the science, technology, engineering, and mathematics fields, have active Title IX compliance programs and efforts? Listen to and engage with representatives from NASA, the Department of Energy, and the National Science Foundation as they discuss their agencies’ efforts to ensure that researchers are complying with Title IX with respect to academic departments and programs that receive research, education, and training grants. Additionally, these agencies’ representatives will discuss what goes into an on-site compliance review at college and university STEM departments, including: an analysis of equity in admissions and financial aid; harassment in the classroom; lab and field work settings; campus security; and family friendly policies. Panelists will discuss best and promising practices, challenges identified from compliance reviews, and emerging issues.

Salon A, Level 5
WHEN HAZING AND TITLE IX COLLIDE: INVESTIGATING AND ADJUDICATING SEXUALIZED HAZING

Community of Practice Tracks: Coordinator, Investigator, Gentry McCreary, Ph.D., Affiliated Consultant, The NCHERM Group

More campuses are experiencing cases of sexualized hazing among fraternity/sorority members, sports teams, bands, and other closed organizations. The presenter will investigate the intersection of hazing and Title IX, and provide participants with both a framework and skills for investigating, adjudicating, and sanctioning sexualized hazing in student organizations. Framed by the real-life case study of sexualized hazing in the Ohio State University Marching Band, this session will offer the opportunity for attendees to participate in prompted and interactive discussion.

Salon B, Level 5
SUPPORTING STUDENTS AND ENSURING EQUITY

Community of Practice Tracks: Students, Coordinator, Advocacy/Prevention
Amy P. Kerr, M.A., M.SLS, Associate Dean of Students and Director of Residence Life; and Stephanie P. Davey, M.M., Assistant Dean of Students, The Catholic University of America

As student affairs professionals, we are called to support our students in an equitable way. When discussing sexual assault reporting today, administrators often lack direction on how to best support both the complainant and respondent in a fair way. Join two Deans from Catholic University in an open discussion that examines the personal and professional challenges of supporting both students involved in a sexual assault complaint. Facilitators will provide an outline of university resources available and used by those involved, share a case study that will help participants evaluate their own campus support systems, and challenge session attendees through thought-provoking questions and insights.

Salon C, Level 5
IMPLEMENTING FACULTY SEXUAL MISCONDUCT POLICIES AND PROCESSES: LESSONS FROM A TITLE IX ADMINISTRATOR

Community of Practice Tracks: Coordinator, Investigator, Student
Elizabeth Schrock, MSW, Assistant Dean of Students and Deputy Title IX Coordinator, Whittier College

While almost all colleges have revamped their student sexual misconduct policies, faculty sexual misconduct policies and procedures have been neglected. At Whittier College, faculty and Title IX administrators embarked on a year-long process to rewrite a faculty sexual misconduct policy that adhered to the Campus SaVe Act and other legal guidelines, and incorporated promising practices gleaned from other institutions and recommendations from experts. Through discussion, participants will gain useful strategies for making a change to their own policies and procedures, while also addressing common pitfalls.

Salon D, Level 5
THE STRATEGIC PREVENTION FRAMEWORK MODEL IN CREATING A COORDINATED COMMUNITY RESPONSE TEAM FOR SEXUAL VIOLENCE

Community of Practice Tracks: Coordinator, Investigator, Advocacy/Prevention
Jennie O’Connell, M.A., Director of Sexual Violence and Relationship Violence Support Services; Alicia Robinson, M.A., Program Coordinator; and Stephanie Owick, M.Ed., LPC-C, Direct Services Coordinator, Kent State University

Over the past six years, Kent State University has grown its sexual assault response team (SART) into a coordinated community response approach that has implemented a university culture change. The SART was able to ignite systematic change towards sexual assault, university response, and campuswide programming.
Using the Strategic Prevention Framework Model, leadership has shifted to a coordinated community response (CCR) team to address prevention, awareness, and response. In this session, participants will explore the various steps of the Strategic Prevention Framework Model, how to use it to develop a collaborative approach, and how implementation can change on your campus.

Franklin 3, Level 4
**NEW TO TITLE IX: STRATEGIES FOR NEW PROFESSIONALS AND THE PEOPLE WHO MENTOR THEM**
Community of Practice Tracks: Coordinator, Investigator
Jyl Shaffer, M.A., Director of Institutional Equity and Title IX Coordinator, Montana State University

New Title IX professionals are often asked to jump into the work with little time to acclimate to the ivory tower, much less feel confident in the law. The reality of our work can leave little time to reflect and mentor. This session, taught by someone who has established or rebuilt Title IX programs at multiple institutions, is an opportunity for new professionals to hear key tips we all wish we’d known when we started, and for supervisors to learn strategies for taking a more intentional approach to helping employees to thrive. While the facilitator will have tips and strategies, the goal is for the group to find strength in dialogue with their peers. This session will be largely discussion-based, and will be an emotion-based facilitation rather than a content-focused training.

Franklin 4, Level 4
**BEAT THE BLAME GAME**
Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator, Student, K–12
Heather Imrie, M.Ed., Director of Program Development, Catharsis Productions

Recent legislation has brought new roles and responsibilities to faculty and staff surrounding sexual violence, and education is needed that speaks to the difficulties that come with having to make unbiased decisions in conduct hearings. Research tells us that internalized rape myths about perpetrators and victims block our ability to trust victims and cause us to feel sorry for perpetrators. Internalized victim-blaming can: create hostile interviews, juries, and conduct boards; block our ability to effectively and fairly communicate with victim-witnesses; and keep students from intervening and lowering campus and community crime. We can logically break down victim-blaming arguments to increase knowledge and understanding of the impact of interpersonal trauma, discovering that betrayal trauma (e.g., assault perpetrated by a trusted other) is particularly toxic to individuals physical and mental health. More recently, she and her students have discovered that institutional betrayal can exacerbate the harm of sexual trauma. These and other findings will be presented, with an eye toward steps that institutions can take to address interpersonal and institutional betrayal.

**CONCURRENT SESSION 3**
Friday, October 7, 11:00 a.m. – 12:30 p.m.

Franklin 1, Level 4
**UNPACKING REQUIRED REPORTING: STRATEGIES FOR TRAINING CAMPUS SECURITY AUTHORITIES AND RESPONSIBLE EMPLOYEES**
Community of Practice Tracks: Coordinator, Advocacy/Prevention, Students Kerriest White, Ed.D., Assistant Vice President, Saint Joseph’s University; and Abigail Boyer, Associate Executive Director of Programs, Clery Center

This session will focus on the coordination of campus training efforts for campus security authorities (Clery) and responsible employees (Title IX), and helpful tools to use for each. The presenters will address the creation of a plan for training different stakeholders.

**FEATURING SESSION A**
Friday, October 7, 9:00 a.m. – 10:30 a.m.

Featured speaker presentations will be 90 minutes in length and are all-conference sessions. Attendees will choose one of two sessions.

Salon E, Level 5
**PANEL: COLLEGE AND UNIVERSITY GENERAL COUNSEL PROFESSIONALS ADDRESS TITLE IX**
Patrick T. O’Rourke, J.D., Vice President, University Counsel and Secretary of the Board of Regents, University of Colorado; David G. Halpern, J.D., Assistant General Counsel, Texas A&M University System; and Amber Fite-Morgan, J.D., University Attorney and Chief Diversity Officer, University of North Alabama

Title IX professionals and in-house legal counsel have different responsibilities, but must work together in the best interests of their institutions. This session will discuss the roles and responsibilities of Title IX professional and legal counsel, the places where conflicts can arise, and strategies for resolving them. Among the issues to be discussed are counsel’s role in developing policy, coordinating investigations, responding to litigation, and reporting responsibilities.

Salon F, Level 5
**PSYCHOLOGY OF TRAUMA**
Jennifer L. Freyd, Ph.D., Professor of Psychology, University of Oregon

For the past 25 years, Freyd and her students have investigated the impact of interpersonal trauma, discovering that betrayal trauma (e.g., assault perpetrated by a trusted other) is particularly toxic to individuals physical and mental health. More recently, she and her students have discovered that institutional betrayal can exacerbate the harm of sexual trauma. These and other findings will be presented, with an eye toward steps that institutions can take to address interpersonal and institutional betrayal.
— coaches, faculty advisors, resident assistants, etc. — on your campus, and will provide strategies for communicating the roles beyond a compliance mandate. Using a combination of multimedia and case studies, session facilitators will review the obligation of the types of reporters and a blend of the roles.

Franklin 2, Level 4
PROTECTING OUR KIDS: INTERIM MEASURES FOR K–12
Community of Practice Tracks: Coordinator, K–12, Advocacy/Prevention
Melissa M. Carleton, J.D., Bricker & Eckler LLP
Ensuring the safety of children is your top priority, but constitutional due process requirements and K–12 statutes can make it complicated. Through discussion-based case scenarios, this session will review appropriate interim measures, brainstorm potential protections for students, and address others who may be at risk in a given situation. Additionally, your presenter will review OCR guidance on interim measures, discuss the intersection of due process protections, and explain how to minimize risk when working concurrently with criminal courts and child protective services.

Salon A, Level 5
THE BRIDGE OF SUPPORT: RESULTS OF AN EFFECTIVE PARTNERSHIP BETWEEN RESPONSIBLE ADMINISTRATION AND STUDENT ADVOCATES AGAINST SEXUAL VIOLENCE
Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator, Student, K–12
Lisa Canio, M.Ed., Title IX Coordinator and Vice President for Community and Employee Relations; and Cate Rosen, Student Advocate and New York StateCertified Rape Crisis Counselor, St. Lawrence University St. Lawrence University, in upstate New York, invested in strong relationships between the university administration and an active peer support group known as the Advocates Program. Built upon mutual respect and dedication, the results of this partnership are astonishingly positive, including a common goal of growth and agreement on the need for additional support. In this presentation and Q&A session, the presenters will break down policy jargon in a useful manner, show how to build this bridge of support, correlate small university numbers to a large university’s numbers, and specify roles and stakeholders that are critical in the prevention/response of sexual violence.

Salon B, Level 5
TITLE IX AND ADA/504 OVERLAP: HOW DO YOU MAINTAIN AN EFFECTIVE COLLABORATION BETWEEN THE TITLE IX, ACCOMMODATION, AND ADA/504 DUTIES?
Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator, Student, K–12
Jennifer Boll, Ph.D., Title IX Coordinator, Clarkson University; Joni E. Baker, Ph.D., Director of Equal Opportunity and Diversity, The Texas A&M University System; and Amy Zavadil, Ph.D., Associate Dean for Equity and Title IX Coordinator, Barnard College
The overlap of disability and Title IX is gaining increasing attention due to raised awareness of sexual trauma related accommodations in the Title IX process. Using the data gained from a survey of Title IX administrators and Disability Coordinators, this session will offer suggestions and best practices in the establishment and oversight of disability accommodations in the Title IX process and will address related remedies.

Salon C, Level 5
CONCURRENT INVESTIGATIONS: PROTOCOLS AND PROCEDURES FOR SUCCESSFULLY CO-INVESTIGATING TITLE IX COMPLAINTS
Community of Practice Tracks: Coordinator, Investigator Jyl Shaffer, M.A., Director of Institutional Equity and Title IX Coordinator, Montana State University; and Jason Goodrich, M.A., Former Campus Chief of Police
A shared commitment to trauma-informed, victim-centered processes is not enough to ensure that concurrent investigations will meet Title IX requirements and result in criminal prosecution. This session will cover how to build protocols and policies for concurrent investigations to ensure consistency, transparency, and collaboration between Title IX offices and law enforcement. Using a real-life example, the facilitators will discuss and examine how the system was implemented, what was learned through trial and error, and what kinds of protocols and policies made the work more efficient. Because participants come from a wide range of campus dynamics and legal systems for their work, session attendees will be provided the opportunity to discuss how to adapt this particular program to their specific campus.

Salon D, Level 5
BRIDGING THE GAP: COLLABORATIVE PARTNERSHIPS BETWEEN TITLE IX AND VICTIM ADVOCACY ORGANIZATIONS TO ENSURE A TRAUMA INFORMED PROCESS
Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator Amber Retzer, J.D., Director of Title IX and Clergy Compliance; and Kathy Vance, M.Ed., Victim Advocate, University of North Carolina, Wilmington
For many years, victim advocates from both campus and community advocacy centers have pushed for trauma-informed and victim-friendly processes and campus education initiatives for students. Now, with the addition and increased duties of Title IX Coordinators on college campuses, there is finally an opportunity for offender accountability, survivor care, education, and culture change. However, if a campus has both a Title IX and an Advocacy/Education center as part of the services available to students, whose role is it to respond? How do these centers collaborate in a way that supports survivors and creates culture change on the campus? This interactive presentation will create conversation around overcoming the challenges, ethical dilemmas, and territorial debates that come when the roles of Title IX offices and Advocacy Centers intersect. Participants will leave with a better understanding of successful approaches to collaborative partnerships as we all work together to create effective response and educational outcomes.

Franklin 3, Level 4
YOU FINISHED YOUR CLIMATE SURVEY. NOW WHAT?
Community of Practice Tracks: Coordinator, Investigator, Advocacy/Prevention Jackie Moran, J.D., Title IX Coordinator and Director of Compliance; Sarah McMahon, Ph.D., Associate Director, Center for Violence Against Women and Children; and Juhi Bhatt, M.A., Investigations Specialist, Rutgers University — New Brunswick
Whether it’s to comply with an OCR resolution agreement, to get ahead of proposed federal legislation, to stay in step with best practices, or simply to assess what’s happening on their campus, higher education institutions of all shapes and sizes are scrambling to implement campus climate surveys on sexual violence. The information obtained from the surveys is important, but what you do with the data is arguably of greater importance. Rutgers University — New Brunswick released the results of its #iSpeak Campus Climate Study in September 2015. Simultaneously, the Division of Student Affairs began working on an action plan to address the key findings of the climate study. The action plan resulted in a year-long sexual assault prevention campaign that involved collaboration from various departments on campus. The presenters will share some of the ways in which the results of a climate study can be used to bring change to campuses, including the importance of collaboration among multiple departments.

Franklin 4, Level 4
AN INNOVATIVE APPROACH TO THE MOVEMENT TO END RELATIONSHIP ABUSE ON COLLEGE CAMPUS
Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator, Student, K–12
Jaklyn Van Manen, Manager, Campus Campaigns, The One Love Foundation
The One Love Foundation was created in honor of Yeardley Love, a University of Virginia senior who was beaten to death by her ex-boyfriend in 2010. The goal of The One Love Foundation is to prevent relationship violence by educating the most at-risk individuals — those between the ages of 16–24 — about the varied signs of abuse and what healthy and unhealthy relationships looks like. Learn more about One Love’s Escalation Workshop and the digital campaigns used to create a campus movement to end relationship abuse. The presenter will review the different tools available from One Love, how these resources can be implemented on college campuses, and how they have been implemented on a diverse number of campuses across the country.
Before, during and after reporting sexual misconduct, students have collaboration with the local rape crisis center and on-campus outreach and advising to students. This new, campus-community comprised of 18 staff, faculty members, and administrators, provides inequality in our schools and communities.

**CONCURRENT SESSION 4**
Friday, October 7, 1:45 p.m. – 3:15 p.m.

**FRIDAY, OCTOBER 7**
**AFTERNOON SNACK BREAK**
3:15 p.m. – 3:45 p.m.
Salons Foyer, Level 5

Counseling Center provides advocacy, support, and counseling to survivors on campus. This session will offer attendees indicators of success and will encourage discussion about best practices for sexual misconduct response on small college campuses.

**Salon B, Level 5**
**SEXUAL VIOLENCE RICK FACTORS IN FRATERNITIES AND SORORITIES: INVESTIGATING THE INTERSECTION OF BROTHER/SISTERHOOD, SOCIAL CULTURE, AND SEXUAL VIOLENCE**

Community of Practice Tracks: Coordinator, Advocacy/Prevention, Student
Gentry McCreary, Ph.D., Affiliated Consultant, The NCHERM Group

This session will examine the intersection of brother/sisterhood, alcohol use, social status, and a variety of mentalities — victim-blaming, minimization, solidarity, and social pressure — related to sexual assault. Implications for prevention education and culture change will be discussed. Through group discussion and brainstorming, attendees will be provided the opportunity to explore key concepts and campus application.

**Salon C, Level 5**
**DEVELOPING PRACTICES IN INVESTIGATIVE INTERVIEWS**

Community of Practice Tracks: Investigator, Coordinator, Advocacy/Prevention
Brett Sokolow, J.D., Executive Director, ATIXA; and Patrick Shipwash, MSCJ, Executive Director for Equity and Compliance, Pellissippi State Community College

Designed for those who provide oversight to and are responsible for conducting Title IX investigations, this presentation will provide guidance and best practices for conducting investigative interviews. Using case studies and group discussion, this session will explore how to plan and prepare for the interview, ways to develop and maintain the proper interview environment, and offer effective practices for engaging your interviewees.

**Salon D, Level 5**
**IS IT TITLE IX OR TITLE VII OR BOTH?**

Community of Practice Tracks: Coordinator, Investigator
Joni E. Baker, Ph.D., Director of Equal Opportunity and Diversity, Texas A&M University System

We all know that student-on-student sex discrimination cases are covered by Title IX. But how about student versus employee cases? Employee versus faculty? Third party v. third party? Who, what, when, where, and how may all come into play in determining whether a particular case is only Title IX, only Title VII, or both. This session will provide a clear road map (well, as clear as one can be) to help sort out jurisdictional issues, with an emphasis on the need for both Title IX and Title VII investigators to understand the implications of overlaps. Real-life “hypotheticals” will be posed to engage the audience in using the road map to analyze specific cases.

Please see film screening details on p. 22.
FEATURED SESSION C
Friday, October 7, 3:45 p.m. – 5:15 p.m.

Featured speaker presentations will be 90 minutes in length and are all-conference sessions. Attendees will choose one of two sessions.

Salon E, Level 5

FACULTY ACTIVISM
Laura Kipnis, Faculty, Northwestern University
A professor-writer-polemicist and former Title IX respondent, who published an account of her case (“My Title IX Inquisition”), and whose email inbox then became a clearinghouse for other professors’ accounts of their Title IX cases, discusses what she’s learned over the last year about procedural overreach.

Salon F, Level 5

INTERSECTION OF TITLE IX AND RACE
Bill Howe, Ed.D., President, Multicultural Dimensions and Former Connecticut State Title IX Coordinator and Georgina Dodge, Ph.D., Chief Diversity Officer and Associate Vice President, Title IX Coordinator, University of Iowa
Title IX Coordinators must understand the interplay of race, class, and culture when establishing and administering policies on Title IX. This presentation will provide important guidelines to consider to avoid bias and provide culturally competent services.

FEATURED SESSION D
Saturday, October 8, 9:00 a.m. – 10:30 a.m.

Featured speaker presentations will be 90 minutes in length and are all-conference sessions. Attendees will choose one of two sessions.

Salons E, Level 5

PREGNANCY AND PARENTING
Jessica Lee, J.D., Attorney & Title IX Legal Fellow, University of California, Hastings College of the Law
This session will introduce the legal and societal shifts driving pregnancy and parental issues to the forefront of Title IX compliance needs, and provide the details on the law that practitioners must know to respond effectively. We will explore the intersection of Title IX with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act, and new legal precedent; identify best practices to prevent and respond to pregnancy and family responsibilities discrimination; and troubleshoot common implementation challenges.

Salons F, Level 5

“INSURGENT” KNOWLEDGE: WHAT QUEER, TRANS* AND KINKY PEOPLE KNOW ABOUT SEXUAL CONSENT
Jason A. Laker, Ph.D., Professor, San Jose State University and Affiliated Research Faculty, Center for Research and Education on Gender and Sexuality, San Francisco State University; and Erica Boas, Ph.D., Lecturer, Santa Clara University
Sexual assault rates have stagnated for 60 years, despite intensive efforts (primarily focused on laws and policies) to prevent it. In this session, we will share findings and implications from interviews with students who are LGBTQ and/or who practice kink. In the face of marginalization, stigma, persecution, and violence, these communities have developed inventive and nuanced ways to communicate and negotiate relationships and consent. The resultant community cultural wealth holds incredible and actionable wisdom of benefit to everyone.
**CONCURRENT SESSION 5**

*Saturday, October 8, 11:00 a.m. – 12:30 p.m.*

**Franklin 1, Level 4**
**Bridging the Gap Between Law and Practice: An Analysis of Title IX Implementation in Community Colleges**

Community of Practice Tracks: Coordinator
- Eric Brown, Ph.D., Associate Vice President for Student Affairs;
- Stephanie Frazier, Ph.D., Associate Vice President for Curriculum and Instruction; and
- Salandra Bowman, M.A., Special Projects Coordinator, South Carolina Technical College System

There is not an abundance of literature available relative to how two-year colleges are responding to recent Title IX changes. Specifically, there is limited information about the role of governing and coordinating boards as a support resource to the two-year colleges in their respective systems. Community college students represent a unique population related to the implementation of Title IX mandates. The service area characteristics of many of our community colleges may have a limiting effect on training, services, and resources available to implement effective Title IX programs. As a 2015 ATIXA Research Grant Award winner, this session will present the findings of a year-long research endeavor into how community college systems are responding to Title IX changes. Research sought to understand the role of system-level staff and respective boards at two-year college systems in regards to to Title IX policies and procedures.

**Franklin 2, Level 4**
**Hurry Up and Wait Tips on How to Manage and Navigate an OCR Inquiry**

Community of Practice Tracks: Coordinator, K–12
- David J. Sipusic, J.D., Title IX Coordinator, John Carroll University

Highlighting both the K–12 and higher education perspectives, this session will examine how OCR initiates an inquiry; how to manage administration and staff apprehension; what to expect upon receiving notice of an inquiry; and how to build and maintain trust with OCR throughout the process. The presenter will highlight helpful ways to manage institutional responses, and how to effectively communicate with OCR during the course of an inquiry. This session will offer lessons learned from negotiating and mediating with OCR, as well as the successes in the resolution of a number of agreements.

**Salon A, Level 5**
**Stop, Collaborate, and Prevention**

Community of Practice Tracks: Advocacy/Prevention, Investigator, Coordinator, Student
- Amy Allison, M.S., Health Educator; Tawny Alonso, M.S., Title IX Investigator; Sonia Redwine, MPH, Assistant Director of Health Promotions; and Michelle Reeves, M.S., Investigator, Office of Civility and Community Standards, Texas Woman’s University

Prevention is a campuswide initiative, and Texas Woman’s University has made addressing violence prevention a collaborative effort. By sharing program planning initiatives, offering best practices in the execution of branding efforts, and discussing the methods TWU uses to assess the program, session participants will gain an insider perspective on how to build a collaborative, campuswide prevention effort from the ground up. Also discussed during this session will be the integration of campus culture and climate into programming efforts, why bystander intervention methods lead to engagement, and how to find ways to improve and advance your initiatives.

**Salon B, Level 5**
**Creating a Campus-Based Advocacy Center to Serve Survivors of Sexual and Relationship Violence**

Community of Practice Tracks: Coordinator, Investigator, Advocacy/Prevention
- Jennie O’Connell M.A., Director of Sexual and Relationship Violence Support Services Office; Alicia Robinson M.A., Program Coordinator; and Stephanie Orwick, M.Ed, LPC-S, Direct Services Coordinator, Kent State University

In July 2013, Kent State University established the Office of Sexual and Relationship Violence Support Services (SRVSS; pronounced “serves”). The SRVSS Office is charged with providing support to victims/survivors of sexual violence, in addition to spearheading prevention and outreach efforts around topics of sexual violence. This session will address the process of creating an organization capable of managing these services, as well as techniques to generate both community and campus collaboration to provide the best continuity of care.

**Salon C, Level 5**
**Whether ’Tis Nobler...: How Recent Student Lawsuits Have Fared in the Courts**

Community of Practice Tracks: Coordinator, Investigator
- Patricia Hamill, J.D., Partner, Conrad O’Brien PC; and Justin Dillon, J.D., Partner, Kaiser, LeGrand & Dillon, PLLC

Students found responsible in sexual misconduct proceedings are increasingly turning to the courts for relief. Some of these lawsuits have succeeded in forcing a settlement or returning students to campus, while others have been dismissed at the earliest stages. This presentation will highlight some of the most significant recent legal developments in such lawsuits and provide insight into what makes for a valid legal claim — and what doesn’t. Program facilitators have been involved with some of the highest profile cases in the county.

**Franklin 4, Level 4**
**How to Create a Successful Title IX Program in a No-Snitch Culture**

Community of Practice Tracks: Coordinator, Investigator, Advocacy/Prevention
- Sheilah Vance, J.D., Attorney, Sheilah Vance Law Offices; and
- Thomas Nixon, M.A., Judicial Officer, Cheney University

Many of our students come from a no-snitch culture, a community norm where people believe they should not report criminal activities to the police, cooperate with the investigation of a crime, or testify in a legal/ court proceeding about criminal activity. Learn how to overcome that norm and operate a successful Title IX program that protects and supports your entire campus community.
LEGISLATION AND LITIGATION: AN UPDATE

Keynote Panel: W. Scott Lewis, J.D., Partner, The NCHERM Group; Saundra K. Schuster, J.D., Partner, The NCHERM Group; Brett A. Sokolow, J.D., Executive Director, ATIXA and President and COO, The NCHERM Group; and Daniel C. Swinton, J.D., Ed.D., Senior Associate Executive Director, ATIXA and Managing Partner, The NCHERM Group.

The 2015–2016 year has been one of the most litigious time periods in the history of higher education related to sexual misconduct, with lawsuits spanning every topic from Title IX to due process, free speech, negligence, and sexual misconduct. Victims have put their faith back in the courts, having found that Office for Civil Rights resolutions can be too slow to provide them remedies before they graduate. And now, male students accused of sexual assault have been finding ways to leverage Title IX claims for deliberate indifference, archaic assumptions, erroneous outcome, and selective enforcement. Key cases that could set significant precedents are inching their way toward juries. ATIXA and SCOPE welcome as our closing keynote panelists the four partners of The NCHERM Group, who have been intimately involved in many of these cases. Join W. Scott Lewis, Saundra K. Schuster, Brett A. Sokolow, and Daniel C. Swinton, as they review some of the most significant cases from their insider perspective, identifying trends and helping conference attendees to understand the trajectory of future potential litigation so that attendees can redouble efforts to keep their college campuses and school districts out of the headlines and the courtrooms. Additionally, the panelists will review legislation that may be coming in the not-too-distant future. Learn where legislation and litigation have taken us, and where it will take us in the future, so you can begin preparing today.
Joni Baker, Ph.D., is currently Director of Equal Opportunity and Diversity for the Texas A&M University System, a consortium of 11 universities, seven state agencies, and a comprehensive health science center. She has been with the system since September 1995. From 1984 to 1995, Baker was a diplomat with the U.S. Department of State, serving at embassies in Africa and Asia. She is a graduate of American University (B.S.), Georgetown University (M.A.), and Texas A&M University (Ph.D.). She has traveled throughout 60 countries and speaks four languages in addition to English (French, Swahili, Chinese, and Spanish). Baker is currently the First Vice President of the American Association for Affirmative Action and serves on the Advisory Board of the Association of Title IX Administrators. She is also a member of the Texas Association of...
California, Berkeley. Her article, “Education in Disguise: Sanctioning Sexuality in Elementary School Halloween Celebrations” is published in the journal Sex Education. She also wrote a chapter in Sexualities and Education and co-authored a chapter in Handbook of Critical Race Theory in Education with Dr. Zeus Leonardo.

Erin Buzuvis, J.D. currently serves as the Director of the Center for Gender & Sexuality Studies and as a Professor at Western New England University School of Law. Buzuvis researches and writes about gender and discrimination in sport, including topics such as the interrelation of law and sports culture; intersecting sexual orientation and discrimination in women’s athletics; retaliation against coaches in collegiate women’s sports; the role of interest surveys in Title IX compliance; participation policies for transgender and intersex athletes; and Title IX and competitive cheer. Additionally, she is a co-founder and contributor to the Title IX Blog, an interdisciplinary resource for news, legal developments, commentary, and scholarship about Title IX’s application to athletics and education. Prior to joining Western New England University in 2006, she clerked for Judge Thomas Ambro of the Third Circuit and practiced law at Goodwin Procter in Boston. She also spent time as a Visiting Professor at the University of Iowa College of Law.

Georgina Dodge, Ph.D. is the University of Iowa’s Chief Diversity Officer and Associate Vice President, as well as the university’s Title IX Coordinator. She has a doctoral degree in English from the University of California, Los Angeles and is an Adjunct Associate Professor of English with scholarly interests in multi-racial literatures, autobiography, and cultural studies. She also serves on the ATIXA Advisory Board, as well as the boards of the ACLU of Iowa, the United Way of Johnson and Washington Counties, the Iowa Network for Women in Higher Education, and Humanities Iowa. Prior to her academic career, she served a six-year enlistment in the Navy, working as an Electronics Technician on communications, radar, and meteorological equipment.

Amber Fite-Morgan, J.D. is the University Attorney and Chief Diversity Officer for the University of North Alabama in Florence, Alabama. In her position, Fite-Morgan provides legal counsel on a wide variety of areas such as student conduct, sexual and relationship violence>Title IX, speech and expression issues, campus safety, student activities, housing, disability issues, student welfare/mental health, academic integrity, admissions, employment, and diversity. Prior to joining UNA, she served as General Counsel for Northeastern State University in Tahlequah, Oklahoma from 2005–2015. Fite-Morgan received her juris doctorate from the University of Tulsa and her bachelor’s degree in Mass Communications with honors from Northeastern State University. She was honored with the 2014 NAIAE Native American 40 Under 40 Award and the 2015 Oklahoma 40 Under 40 Award.

Jennifer J. Freyd, Ph.D. is a Professor of Psychology at the University of Oregon. She received her bachelor’s degree in Anthropology from the University of Pennsylvania and her doctoral degree in Psychology from Stanford University. Freyd directs a laboratory investigating the impact of interpersonal and institutional trauma on mental and physical health, behavior, and society. Freyd’s laboratory has conducted two campuswide sexual victimization surveys at the University of Oregon. She has published over 190 articles and is author of the Harvard Press award-winning book Betrayal Trauma: The Logic of Forgetting Childhood Abuse. Her book Blind to Betrayal, co-authored with Pamela J. Birrell, was published in 2013, with seven additional translations. In 2014, Freyd was invited twice to the White House due to her research on sexual assault and institutional betrayal. Freyd has received numerous awards, including being named a John Simon Guggenheim Fellow and an Erskine Fellow at The University of Canterbury in New Zealand, and a Fellow of the American Association for the Advancement of Science. In April 2016, Freyd was awarded the Lifetime Achievement Award from the International Society for the Study of Trauma & Dissociation. Freyd currently serves as the Editor of the Journal of Trauma & Dissociation.

Fatima Goss Graves is Senior Vice President for Program at the National Women’s Law Center, where she leads the center’s broad program agenda to eliminate barriers to employment, education, health, and reproductive rights and lift women and families out of poverty. Prior to being named Senior Vice President, Goss Graves led the center’s anti-discrimination initiatives, including work to promote equal pay, combat harassment and sexual assault at work and at school, and advance equal access to education programs, with a particular focus on outcomes for women and girls of color. She uses a number of advocacy strategies in her work on these issues, ranging from public education and legislative advocacy to litigation, including briefs in the Supreme Court and federal courts of appeals. Prior to joining the center, she worked as an appellate and trial litigator at Mayer Brown LLP. She began her career as a law clerk for the Honorable Diane P. Wood of the U.S. Court of Appeals for the Seventh Circuit. Goss Graves is a graduate of the University of California, Los Angeles and Yale Law School. She currently serves on the EEOC’s Select Task Force on the Study of Harassment in the Workplace and is a Ford Foundation Voices Public Fellow and an advisor on the American Law Institute’s Project on Sexual and Gender-Based Misconduct on Campus.

Laci Green is a YouTuber, public speaker, and activist from Los Angeles. She is best known as the woman behind the internet’s most popular sex education show, Sex Plus, which reaches five million young adults every month and is viewed in 196 countries. In 2011, she graduated with highest honors from the University of California, Berkeley and currently holds a certificate in rape and dating violence crisis counseling. Since graduating, she has worked with many schools, government organizations, and media outlets on sexual health and sexual violence prevention efforts. She is also the host/writer of MTV’s Braless, and produces an educational series for Planned Parenthood.

Demoya Gordon, J.D. is a Staff and Transgender Rights Project Attorney at Lambda Legal, the oldest and largest national law organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and those with HIV. Gordon brings to her work an intersectional focus aimed at addressing the ways in which discriminatory laws, policies, and systems uniquely and disproportionately affect LGBT people of color, LGBT immigrants, and low-income LGBT communities. Before coming to Lambda Legal, Gordon worked for five years as a litigation associate at Faegre Baker Daniels LLP in Minneapolis. As part of her pro bono work while at Faegre Baker Daniels, Gordon devoted many hours to research, litigation, and individual representation advancing LGBT rights and the rights of women, children, immigrants, and low-income people. In recognition of her professional achievements and devotion to LGBT causes, the National LGBT Bar Association named Gordon one of 2014’s Best LGBT Attorneys Under 40. In 2013, Lawyers of Color included her on its annual Hot List, which recognizes 100 exceptional early-to-middle-career minority attorneys under the age of 40. After migrating to the U.S. from Jamaica, Gordon received her undergraduate degree magna cum laude from Macalaster College and her law degree from the University of California, Berkeley. She is a member of the bars of New York and Minnesota.

Belinda M. Guthrie, M.A. has 20 years of progressive leadership experience in higher education developing campuswide programs for the prevention, investigation, and response to issues of discrimination, harassment, sexual misconduct, and bias/hate crimes involving students, faculty, and staff, Americans with Disabilities Act/Section 504 compliance, university governance and policy development, and responding to students at risk. Guthrie joined Santa Clara University in 2014 as the university’s first full-time Equal Employment Opportunity and Title IX Coordinator. In addition to her work as a consultant and speaker, she is an Affiliated Consultant with The NCHERM Group, LLC, and serves on the ATIXA Advisory Board and on the Editorial Board for the Journal of Campus Title IX Compliance and Best Practices. With Santa Clara, she has also served as Associate Dean of the College at Vassar College from 2003–2012, and as the college’s Founding Director for the Office of Equal Opportunity and Affirmative Action. Early in her career, she directed Vassar’s Office of Accessibility and Educational Opportunity to ensure the effective accommodation and support of students and employees with disabilities, and held a similar position at Smith College. Guthrie also has extensive experience consulting with nonprofit organizations to support their strategic growth and leadership development and help scale mission-driven impact. A native of Wyoming, Guthrie received her bachelor’s degree in Psychology and Administration of Justice from the University of Wyoming, and holds a master’s degree in Education from New York University.

David Halpern, J.D. practices in the areas of student affairs, special projects, and litigation for the Texas A&M University System. Prior to joining the Office of General Counsel, he served as an Assistant Attorney General for the State of Texas for 19 years, defending Texas and its employees in suits alleging general personal injury, medical malpractice, and employment discrimination and responding to those suits. Halpern is a Certified Personal Injury Trial Lawyer. He is a Presidental Appointment to the National Board of Directors for the American Board of Trial Advocates. He is the founder of a national civics education program, the Teachers’ Law School (which held its first
Laura Kipnis is a cultural critic and former video artist who writes frequently on politics, pedagogy, rhetoric, emotion, acting out, bad behavior, and various other creVICES of the American psyche. She is the author of six books, including: Men: Notes on an Ongoing Investigation; How To Become a Scandal; and Against Love: A Polemic. She’s former a Guggenheim Fellow, and has also received fellowships from the Rockefeller Foundation, the Michigan Society of Fellows, the NEA, and a Grabowski Book Award from the National Association for Multicultural Education. In addition, he was a co-author of the Handbook for Achieving Gender Equity through Education, 2nd Edition (2007). On April 11, 2015, Howe was recognized with the Distinguished Alumni Award from Teachers College/Columbia University.

Jessica Lee, J.D. is a Fellow at the Center for Worklife Law at the University of California, Hastings College of the Law, where she focuses on teaching gender equity in educational opportunities and in the workplace. She leads the center’s Pregnant Scholar initiative, and advises university administrators, faculty, and students nationwide on legal mandates relating to pregnancy and parenting. Lee’s research focuses on the impacts of parenthood on diversity in STEM, and on the interactions between Title IX and other federal antidiscrimination laws. Prior to joining the Center for Worklife Law, Lee was a Bertha Fellow at the Center for Constitutional Rights, where her practice included litigation on a broad range of human rights issues. Her previous work also included research and advocacy in support of sexual assault survivors in the criminal justice system and in post-disaster settings. Lee earned her juris doctorate from the University of Virginia School of Law and is a graduate of Virginia Commonwealth University.

Patrick T. O’Rourke, J.D. serves as Vice President, University Counsel, and Secretary of the Board of Regents at the University of Colorado. He has been with the university since 2005 and most recently served as Managing Senior Associate University Counsel for the university’s litigation office. He has handled and advised on a broad range of issues, and has tried some of the university’s highest-profile cases. Before joining the University of Colorado, O’Rourke was a Director of the law firm Montgomery Little & McGraw, P.C., in Englewood, Colo. He has represented clients in a broad range of lawsuits, including class actions, employment law, civil rights, professional liability, and product liability. In addition to his work in the trial courts, O’Rourke has substantial appellate experience.

He received his undergraduate degree from Creighton University and his law degree from the Georgetown University Law Center. He is a member of the Colorado Bar Association, the University of Colorado School of Law, School of Public Health, and the Center for Bioethics.

Peg Pennepacker, C.A.A. has been a high school Athletic Director for 21 years, and has served as a Teacher/Athletic Director, Assistant Principal/Athletic Director, and a fulltime Athletic Director. She has been in public education for 31 years, beginning as a Health and Physical Education Teacher before moving into school and athletic administration. She is currently the Athletic Director in the State College Area School District, State College, Penn. Pennepacker has spent the past decade working with the state athletic director’s association, the Pennsylvania School Boards Association, and the Pennsylvania Athletic Directors Association, educating Athletic Directors and school district personnel about Title IX at the high school and junior high school levels. She continues to advocate for high school reporting for all school districts and stronger enforcement of the law at the grassroots level.

Saundra K. Schuster, J.D., is a Partner with The NCHERM Group. She has provided extensive consultation to and training for the U.S. Justice Department, Office of Violence Against Women, the White House Task Force on Sexual Assault, and the Futures Without Violence organization. She also provides litigation consultation and expert witness support, and conducts civil rights-based investigation for educational institutions. She has also provided comprehensive support for Title IX compliance, as well as advice on rape crisis counseling, and served on the Board of Directors of Planned Parenthood of Butler County. Prior to joining The NCHERM Group in 2009, Schuster’s higher education legal experience included serving as the General Counsel for Sinclair Community College; as Senior Assistant Attorney General for the State of Ohio, W. Scott Lewis, J.D. is a partner with The NCHERM Group. He is the co-founder and an Advisory Board member of ATIXA and NabITA, the National Behavioral Intervention Team Association (www.NabITA.org). Previously, he served as Special Advisor to Saint Mary’s College in South Bend, Ind., and as Associate Vice Provost at the University of South Carolina, and worked in student conduct and residence life at Texas A&M University. He also serves as faculty, teaching courses in the areas of sexual misconduct and gender equity in sport. He has worked with the Department of Education’s Office of Civil Rights and the Department of Justice’s Office of Violence Against Women as a trainer and consultant, and was a consultant to the Office of the Vice President and the White House Task Force on issues of sexual misconduct and Title IX. Additionally, he works with athletes, coaches, and administrators at all levels of intercollegiate and K-12 athletics, as well as with the United States Olympic Committee and NCAA, in the areas of sexual misconduct and gender equity in sport. He brings more than 20 years of experience as a student affairs administrator, faculty member, and consultant in higher education. He completed his undergraduate work in Psychology and his graduate work in Higher Education at Eastern Michigan University, and received his law degree and mediation training from the University of Houston. He lives in Denver, Colorado.

Rick Olshak, M.S. serves as the Director of Title IX Compliance for the Texas A&M University System. Previously, Olshak served for 25 years in student affairs and student conduct administration at the Pennsylvania State University, SUNY-Cortland, and the University of Houston. He is a Past-President of the Association for Student Conduct Administration (ASCA) and is the author of Mastering Mediation: Training Mediators in a College and University Setting. He has served as a frequent consultant on issues involving Title IX, conflict resolution and mediation, training conduct administrators and boards, sanctioning, and program development and assessment.

Saundra K. Schuster, J.D., is a Partner with The NCHERM Group. She has provided extensive consultation to and training for the U.S. Justice Department, Office of Violence Against Women, the White House Task Force on Sexual Assault, and the Futures Without Violence organization. She also provides litigation consultation and expert witness support, and conducts civil rights-based investigation for educational institutions. She has also provided comprehensive support for Title IX compliance, as well as advice on rape crisis counseling, and served on the Board of Directors of Planned Parenthood of Butler County. Prior to joining The NCHERM Group in 2009, Schuster’s higher education legal experience included serving as the General Counsel for Sinclair Community College; as Senior Assistant Attorney General for the State of Ohio, W. Scott Lewis, J.D. is a partner with The NCHERM Group. He is the co-founder and an Advisory Board member of ATIXA and NabITA, the National Behavioral Intervention Team Association (www.NabITA.org). Previously, he served as Special Advisor to Saint Mary’s College in South Bend, Ind., and as Associate Vice Provost at the University of South Carolina, and worked in student conduct and residence life at Texas A&M University. He also serves as faculty, teaching courses in the areas of sexual misconduct and gender equity in sport. He has worked with the Department of Education’s Office of Civil Rights and the Department of Justice’s Office of Violence Against Women as a trainer and consultant, and was a consultant to the Office of the Vice President and the White House Task Force on issues of sexual misconduct and Title IX. Additionally, he works with athletes, coaches, and administrators at all levels of intercollegiate and K-12 athletics, as well as with the United States Olympic Committee and NCAA, in the areas of sexual misconduct and gender equity in sport. He brings more than 20 years of experience as a student affairs administrator, faculty member, and consultant in higher education. He completed his undergraduate work in Psychology and his graduate work in Higher Education at Eastern Michigan University, and received his law degree and mediation training from the University of Houston. He lives in Denver, Colorado.
represented public colleges and universities; and as the Associate General Counsel for the University of Toledo.

In addition to her legal work in higher education, Schuster has more than 25 years of experience in college administration and teaching, including serving as the Associate Dean of Students at The Ohio State University; Director of the Office of Learning Assistance at Miami University; and as Assistant Dean at Western College. She also served as a faculty member at The Ohio State University, Miami University, and Columbus State Community College. Schuster is a founding member and former President of the Association for Student Conduct Administration (ASCA, formerly ASIA), and a co-founder and Advisory Board Member of ATIXA. She is a Past-President and current Board Member of NaBITA. She was a long-time member of the National Association of College and University Attorneys (NACUA). She is currently a member of the Board of Trustees for the Columbus College of Art and Design. Schuster holds master’s degrees in Counseling and Higher Education Administration from Miami University, and completed her coursework for her doctoral degree in Organizational Development at The Ohio State University. She was awarded her juris doctorate degree from the Moritz College of Law at The Ohio State University.

Jyl Shaffer, M.A., is the Director of the Office of Institutional Equity and Title IX Coordinator for Montana State University. She has more than 12 years of experience working on sex and power-based violence, with the last seven years being in higher education. Shaffer has bachelor’s degrees from Clarion University of Pennsylvania, a master’s degree from Lipscomb University, and is currently working on a master’s degree in Native American studies at Montana State. She is an ATIXA Advisory Board member.

Brett A. Sokolow, J.D., is a Higher Education Attorney who specializes in high-risk campus health and safety issues. He is recognized as a national leader on campus sexual violence prevention, response, and remediation. He is the Founder, President, and CEO of The NCHERM Group, LLC, which serves as legal counsel to more than 70 colleges and universities, has consulted with more than 3,000 college campuses, and trained the members of more than 700 conduct hearing boards at colleges and universities in North America. Sokolow is the Executive Director of ATIXA, which has certified more than 8,000 school and campus Title IX Coordinators and Civil Rights Investigators. He frequently serves as an expert witness on sexual assault and harassment cases. Sokolow has authored more than 50 books and more than 50 articles on campus safety and sexual assault. He has also provided strategic prevention programs to students at more than 2,000 college and university campuses on sexual misconduct and alcohol. In addition, he has authored the conduct codes of more than 75 colleges and universities. The ATIXA “Model Sexual Misconduct Policy” serves as the basis for policies at hundreds of institutions across the country. Additionally, Sokolow is the Founder and Past President of NaBITA, the National Behavioral Intervention Team Association, and is a Directorate Body Member of the ACPA Commission on Student Conduct and Legal Issues. He serves on the advisory boards of the National Hazing Prevention Collaborative and the NASPA Enough is Enough Campaign. He is a 1993 graduate of the College of William and Mary and a 1997 graduate of the Villanova University School of Law.

Daniel Swinton, J.D., Ed.D., is Managing Partner of The NCHERM Group, LLC, and Senior Associate Executive Director of ATIXA. Prior to that, he served as Assistant Dean and Director of Student Conduct and Academic Integrity at Vanderbilt University. He received his bachelor’s degree from Brigham Young University, his law degree from the J. Reuben Clark Law School at BYU, and a doctorate in Higher Education Leadership and Policy from Vanderbilt University’s Peabody College. He is a member of the Tennessee State Bar. He presents nationally on issues such as sexual misconduct on college campuses, legal issues in student affairs and higher education, student conduct policies and procedures, mediation, and Behavioral Intervention Teams. Swinton also served as President of the Association for Student Conduct Administration (ASCA) in 2011-2012.

Brian Van Brunt, Ed.D., is the Senior Executive Vice President for Professional Program Development at The NCHERM Group, LLC and Executive Director of NaBITA, the National Behavioral Intervention Team Association. He is also a Past President of the American College Counseling Association (ACCA), Managing Editor for The Journal of Campus Behavioral Intervention (J-BIT) and the Journal of Campus Title IX Compliance and Best Practices (Campus IX). Van Brunt is a regular speaker at academic conferences and training events around the world. He has served as the Director of Counseling at New England College and Western Kentucky University. In addition, he has authored several books, including: Uprooting Sexual Violence in Higher Education; A Guide to Leadership and Management in Higher Education; Harm to Others: The Assessment and Management of Dangerousness; A Faculty Guide to Addressing Disruptive and Dangerous Behavior in the Classroom; and Ending Campus Violence: New Approaches in Prevention.

Sheilah Vance, J.D., is the Principal Attorney with the Law Offices of Sheilah D. Vance and Vance Education Law Solutions, where she handles everything from Title IX compliance to general risk management issues. An Affiliated Consultant with The NCHERM Group, Vance is also the former Title IX Coordinator and Chief of Staff and Deputy to the President at Cheyney University of Pennsylvania. She teaches Education Law as an Adjunct Professor at Villanova University School of Law, where she was previously Assistant Dean for Academic Support. Vance, who also worked as President and General Counsel of the Institute for Educational Equity and Opportunity, has a juris doctorate from Georgetown University and a bachelor’s degree in Communications from Howard University.

Amy Zavadil, Ph.D., is Associate Dean for Equity at Barnard College. In this role, she oversees community standards and civil rights-based compliance, and serves as the Title IX Coordinator, working with students, staff, and faculty. Zavadil has a doctorate degree in Counselor Education and Supervision, focusing on college student development and training staff who work with college students. Zavadil has presented to college counselors, Title IX Coordinators, and attorneys at local, regional, and national conferences on sexual harassment in higher education, college student development, bystander intervention, and campus climate. She has worked in higher education for eight years, as well as having prior work experience in law enforcement and project management.
### LEVEL 4

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<th>Conference</th>
<th>U-Shape</th>
<th>Reception</th>
<th>Banquet</th>
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### Maps

- [LEVEL 4 Map](image1.png)
- [LEVEL 5 Map](image2.png)
SCOPE PRINCIPLES OF PREVENTION

The public health model recognizes three phases of prevention: primary, secondary, and tertiary.

Primary Prevention: Approaches that take place before risk or injury has occurred to prevent initial injury or harm.

Secondary Prevention: Immediate responses after risk or injury has occurred to deal with the short-term consequences of the injury or harm.

Tertiary Prevention: Long-term responses after risk or injury has occurred to deal with the lasting consequences of the injury or harm.

MISSION

SCOPE is an independent, not-for-profit resource for prevention educators and professionals. SCOPE embraces an ecological, inclusive, holistic, feminist, public health, evidence-based, and multi-disciplinary vision of prevention.

To effectively promote the aims of the prevention community, SCOPE deeply examines the causes of violence, health and safety risks within society — including hate, intolerance, apathy, gender bias, racism, homophobia, stigmatization of mental health, objectification of the human body, ignorance, predation, and discrimination — to foster effective, interconnected, strategic prevention.

WHY IS SCOPE NEEDED?

Schools, communities, agencies, colleges, and universities all over the world employ prevention professionals who are tasked with addressing a range of high risk violence, health, and safety issues. Though these professionals share common cause, no resource exists to bring these dedicated educators into community with one another. That is why SCOPE is needed.

Conferences throughout the school and college arenas address sexual assault, stalking, dating violence, and domestic violence. Yet, no conference is dedicated to the gathering of prevention professionals in a multi-disciplinary setting to guide, shape, and lead the prevention field. That is why SCOPE is needed.
CONFERENCE WIFI ACCESS

1. Connect to Marriott_CONFERENCE wifi.
2. Open any internet browser. If there is a delay, navigate to cnn.com to bring up the passcode page.
3. Enter the passcode “SCOPE16” and click connect.

Passcode sessions expire every 24 hours. For access over multiple days, these steps will need to be repeated.

CONFERENCE CO–COORDINATORS

Marianne Price, M.S., Associate Executive Director, ATIXA, conference@atixa.org
Michelle Issadore, M.Ed., Executive Director, SCOPE, conference@atixa.org

CONFERENCE COMMITTEE

Brett A. Sokolow, J.D., Executive Director
W. Scott Lewis, J.D., Advisory Board
Saundra K. Schuster, J.D., Advisory Board
Daniel C. Swinton, J.D., Ed.D., Senior Associate Executive Director
Megan Birster
Samantha Dutil
Cynthia Gomez
Kate Halligan
Ryan McDavis
Dana Schwartz
Lauren Stevens
Amanda Tarczynski
Beth Trandhal

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