THE 2019 CONFERENCE APP

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WHAT TRACK SHOULD I ATTEND?

The conference is designed to allow you to follow presentations by topics. We want our conference to be relevant to you and provide topics that interest you. As you look at the presentations in this program, the guide below is documented in Communities of Practice as given by the presenters.

Communities of Practice - We have five Communities of Practice, represented by the following symbols:

- ADA/504 Issues
- Advocacy/Prevention
- Investigations
- PreK-12 Arena
- Coordination
- Student Track
Dear 2019 Annual Conference Attendees,

On behalf of the Association of Title IX Administrators (ATIXA), the Executive Team, Conference Committee, and Advisory Board, we are pleased to welcome you to the 8th ATIXA Annual Conference. Our conference is a multidisciplinary exploration for Title IX practitioners. We are excited to hear from our Featured Speakers and look forward to them sharing their wisdom, expertise, and talent. In addition, we thank all of our concurrent session presenters for their willingness to offer knowledge, successful practices, innovation, and guidance on a range of current and challenging topics. We welcome John Clune as our opening Keynote Speaker, and look forward to hearing about his experience as a lawyer who has served as an advisor to complainants in schools around the country. At the ATIXA East Coast Conference this year, our Closing Keynote Panel will feature TNG Partners and TNG Associates discussing the Title IX Landscape.

As you explore and choose sessions to attend, please note that each concurrent session is designated by its relevant Community of Practice and intended audience. This year, you will find expanded pre- and post-conference certification courses, as well.

As the professional home for campus and school district Title IX Coordinators and Administrators, ATIXA has much to be excited about going into our 9th year. Our association now counts more than 3,000 members across the country and has certified more than 14,000 Title IX Coordinators and investigators since its inception. ATIXA is the leading professional 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, schools, and constituencies, just as you renew your commitment to excellence in your work and to professional growth in the coming year. After all, Title IX isn’t about compliance, it’s about commitment, and we celebrate that commitment every year at this conference!

We warmly welcome you to your Annual Conference. We invite you to connect to ATIXA as your professional home, and to renew 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.

Godmother of Title IX, Bernice Sandler, passed away earlier this year at the age of 90. “Bunny was completely true to her principles. She was so enchanted with ATIXA’s mission that she agreed to serve on the Advisory Board, and she generously donated volumes of her models, policies, and templates to help us build out our member library when we did not have the resources to pay for them. She immediately and fully grasped and completely appreciated the significance of the 2011 DCL. She saw much progress in her lifetime in athletics from her efforts to promote Title IX, but we are especially glad that she lived to see the profound changes wrought by the DCL. She deserved to witness a high point like that in the evolution of the statute she worked so hard to see passed.” (Brett Sokolow, 2019) As a tribute to Bunny’s legacy, ATIXA is pleased to offer a $2,500 Research Grant in her honor.

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 are excited to share the conference with you.

Regards,

Michelle N. Issadore, M.Ed., Vice President, Association Management, TNG

Ryan J. McDavis, M.P.A., M.S.L., Executive Director, ATIXA; Associate Vice President, Association Management, TNG

Brett A. Sokolow, J.D., President, ATIXA; Founder & Chair, TNG

Daniel C. Swinton, J.D., Ed.D., Vice President, ATIXA; President, TNG

*Speakers do not necessarily represent the viewpoints of ATIXA and may present controversial material.*
# SCHEDULE AT A GLANCE

## Monday, September 30th

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<th>Time</th>
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<tr>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Pre-Conference Training &amp; Certification Courses</td>
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<tr>
<td>3:00 – 7:00 p.m.</td>
<td>General Conference Registration Available</td>
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<td>5:00 – 10:00 p.m.</td>
<td>Exhibits</td>
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<td>7:00 – 9:00 p.m.</td>
<td>Opening Keynote, All-conference session</td>
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<td>Representing Complainants in the Post-DCL World</td>
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<td>Keynote Speaker: John C. Clune, Esq., Founder, Rocky Mountain Victim Law Center &amp; ATIXA Advisory Board Member</td>
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<tr>
<td>9:00 – 10:00 p.m.</td>
<td>ATIXA Conference Welcome &amp; Sponsored Reception</td>
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<td>All Conference Attendees Welcome</td>
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<td>Partners, accompanying family, and travel companions are welcome to join us at the reception.</td>
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## Tuesday, October 1st

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<tr>
<td>7:30 – 9:00 a.m.</td>
<td>General Conference Registration Available</td>
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<td>8:00 – 9:00 a.m.</td>
<td>Breakfast</td>
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<td>8:00 a.m. – 6:00 p.m.</td>
<td>Exhibits</td>
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<td>9:00 – 10:30 a.m.</td>
<td>Featured Session A</td>
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<td>Featured Speaker Sessions will be 90 minutes in length. Attendees will choose one of the two following Featured Sessions.</td>
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<td>ATIXA Advisory Board Panel Discussion: Coordinators Engaging with Faculty Successfully</td>
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<td>Warren Anderson, Ed.D., Vice President for Inclusion and Diversity and Chief Diversity Officer, HACC, Central Pennsylvania’s Community College &amp; ATIXA Advisory Board Member</td>
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<td></td>
<td>Belinda Guthrie, M.A., Director of Equal Opportunity &amp; Title IX Coordinator, Santa Clara University, ATIXA Advisory Board Member &amp; TNG Affiliated Consultant</td>
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</table>
» Leah Gutknecht, M.B.A., Title IX Officer, University of Northern Iowa & ATIXA Advisory Board Member
» Eric Kidwell, M.L.S., Professor, Director of the Library & Title IX Coordinator, Huntingdon College & ATIXA Advisory Board Member

Liberty CD
Juror Perceptions and Expectations in the Age of #MeToo
» Dana Binder, Ph.D., Senior Trial Consultant, Dispute Dynamics, Inc.
» Jill Huntley Taylor, Ph.D., Director, Dispute Dynamics, Inc.

10:30 – 10:45 a.m.  Mid-morning Beverage Break
Liberty & Mezzanine Foyers

10:45 a.m. – 12:00 p.m.  Concurrent Session One
Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the six following sessions.

Freedom E
Title IX and Beyond in Academic Medicine: Creating a Paradigm for Gender Equity
» Daniela Sorokko Harris, J.D., Deputy Title IX Coordinator, Medical University of South Carolina

Freedom F
Strength in Numbers: Creating an Organizational Structure to Support Title IX Work
» Catherine Criswell Spear, J.D., Associate Vice President, Office for Equal Opportunity and Civil Rights, University of Virginia
» Emily Babb, Assistant Vice President for Title IX Compliance & Title IX Coordinator, University of Virginia

Freedom G
The Shocking Legal Loophole That Sets Sex Crime Offenders Free
» Joyce Short, Founder, ConsentAwareness.net

Freedom H
Representational Language: From Buzzwords to Action
» Olivia Harris, M.A., Executive Director, Speak About It

Independence A
The Drunk Sex Problem
» Gentry McCrery, Ph.D., Affiliated Consultant, TNG

Independence B
Protecting Chicago’s Children: Chicago Public Schools, Our Journey as the Nation’s First PreK-12 District to Create a Title IX Department
» Camie Pratt, J.D., Chief Title IX Officer, Chicago Public School District
» Aimee Rodriguez, M.P.P., J.D., Director of Title IX Compliance, Chicago Public School District
» Debra Spraggins, Director of Title IX Investigations, Chicago Public School District
12:00 – 1:30 p.m. Lunch on your own

1:30 – 2:45 p.m. Concurrent Session Two
Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the six following sessions.

**Freedom E**
**First, Do No Harm: Title IX & Sexual Misconduct of Health Professionals**
» Kathleen Colgan Vodzak, J.D., Director, Equal Opportunity/Title IX Compliance, Deputy EO/Title IX Coordinator, Drexel University
» Lindsay Kenney, J.D., Equal Opportunity/Title IX Investigator, Deputy Title IX Coordinator, Drexel University

**Freedom F**
**Climate Assessment Beyond the Survey: Identifying and Utilizing Campus Data to Drive Practices**
» Amy Zavadil, Ph.D., Independent Consultant & ATIXA Advisory Board Member

**Freedom G**
**Walking the Prevention Tightrope: Alcohol Education and Avoiding Victim-Blaming**
» Michael Dunn, J.D., Director of Title IX Compliance and Training/Title IX Coordinator, St. Mary's College of Maryland
» Joel Aure, Title IX Coordinator, Skidmore College
» Kyle Bishop, Ed.D., Assistant Dean of Students/Deputy Title IX Coordinator, St. Mary's College of Maryland

**Freedom H**
**What's in a Name? Critical Examination of Cultural Stereotypes Regarding People Who Perpetrate Rape and the Importance of Language in Our Training Environment**
» Heather Imrie, M.Ed., Director of Program Development and Efficiency, Catharsis Productions

**Independence A**
**LGBTQ+ Survivors of Gender-Based Violence: Where Are Our Gaps?**
» Zachary Ahmad-Kahloon, M.P.H., C.H.E.S., Prevention Specialist, Sexual Harassment and Rape Prevention Program, University of New Hampshire & Advisory Board, ATIXA

**Independence B**
**Title IX Updates for PreK-12 Schools: Lessons from Recent Cases**
» Kim Pacelli, J.D., M.Ed., Associate, TNG

2:45 – 3:15 p.m. Afternoon Snack Break
Liberty & Mezzanine Foyers

3:00 – 7:00 p.m. Complimentary Chair Massages, sponsored by ATIXA
Advanced sign-up at the Registration Desk is required.
Liberty Foyer
3:15 – 4:15 p.m. Roundtable Session One

- **New Title IX Regulations**, Brett Sokolow, J.D. – Liberty A
- **Title IX Equity Requirements Beyond Harassment**, Erin Buzuvis, J.D. – Liberty B
- **Intersection of Title VII and Title IX**, Anna Oppenheim, J.D. – Liberty B
- **Investigation Best Practices**, Joe Vincent, M.L.S. – Liberty C
- **Transgender Student Inclusivity**, Gia Sanchez, J.D. and Jen Ball, Ph.D. – Liberty C
- **Free Speech and Sexual Harassment**, Saundra Schuster, J.D. – Liberty D
- **Title IX in the PreK-12 Setting**, Warren Anderson, Ed.D. – Salon 1
- **Title IX and Race**, Sharon Perry-Fantini, Ph.D. and Sheilah Vance, J.D. – Salon 2
- **Engaging Men and Title IX**, Zak Ahmad-Kahloon, M.P.H. – Salon 3
- **Litigation and Case Law**, Kim Pacelli, M.Ed., J.D. – Salon 4

4:30 – 5:30 p.m. Roundtable Session Two

- **New Title IX Regulations**, Brett Sokolow, J.D. – Liberty A
- **Title IX in the Community College Setting**, Beth Harper, Ph.D. and Natti Marlaire, Ed.S. – Liberty B
- **Title IX Administrator Burnout**, Amy Zavadil, Ph.D. and Eric Kidwell, M.L.S. – Liberty C
- **Diversity, Equity, & Inclusion**, Joni Baker, Ph.D. and Georgina Dodge, Ph.D. – Liberty C
- **Athletics and Title IX**, Peg Pennepacker, C.A.A. and W. Scott Lewis, J.D. – Liberty D
- **Advocacy and Prevention**, Michelle Issadore, M.Ed. – Salon 1
- **Pregnancy and Parenting**, Leah Gutknecht, M.B.A. – Salon 2
- **Title IX Jurisdictional Issues**, Kim Pacelli, M.Ed., J.D. – Salon 3
- **Preliminary Inquiries and Initial Actions**, Tanyka M. Barber, J.D. – Salon 4

6:00 – 9:00 p.m. ATIXA Advisory Board Meeting

*Invitation Only*

**Wednesday, October 2nd**

8:00 – 9:00 a.m. Breakfast

*Liberty Foyer*

8:00 a.m. – 5:00 p.m. Exhibits

*Liberty Foyer*

9:00 – 10:30 a.m. Featured Session B

Featured speaker presentations will be 90 minutes in length. Attendees will choose one of the two following Featured Sessions.

*Liberty AB*

**Preaching Past the Choir: Building Bridges with Parents and Antagonists in PreK-12 Settings**

» Laura McGuire, Ph.D., Founder, The National Center for Equity and Agency
**Liberty CD**

**Title IX and the #MeToo Movement: The Continued Need to Address Sexual Assault, Violence, and Harassment in Our Society**

» Tammy Hodo, Ph.D., Owner, All Things Diverse, LLC

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10:30 – 10:45 a.m.

**Mid-morning Beverage Break**

*Liberty & Mezzanine Foyers*

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10:45 a.m. – 12:00 p.m.

**Concurrent Session Three**

Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the six following sessions.

**Freedom E**

**A Seat at the Table: The Complexity of Race, Gender, and Interlocking Oppressions in Sexual Misconduct Work**

» Kijua Sanders-McMurtry, Ph.D., Vice President for Equity and Inclusion, Mount Holyoke College

» Shannon da Silva, M.S.W., Title IX/Section 504 Coordinator, Mount Holyoke College

**Freedom F**

**Applying a Collaborative Approach to Sexual Violence: Using Case Examples of Challenging Cases**

» Nastia Gorodilova, Senior Coordinator of Systems and Training, NYC Alliance Against Sexual Assault

» Mary Haviland, Esq., Executive Director, NYC Alliance Against Sexual Assault

» Andrea Stagg, Esq., Deputy General Counsel, Barnard College

**Freedom G**

**Reluctant Witnesses: Best Practices for Engaging Individuals in Challenging Title IX Investigations**

» Dan Schorr, Managing Director, J.D., Ankura, Sexual Misconduct and Title IX Investigations Practice

» Alyssa-Rae McGinn, Senior Associate, Ankura, Sexual Misconduct and Title IX Investigations Practice

**Freedom H**

**#MeToo Laws and Higher Ed: An Overview of the New and Pending Anti-Harassment Training Mandates and What It Means for Your Institution**

» Preston Clark, J.D., President, Get Inclusive

» Jill Albrecht Weimer, J.D.

**Independence A**

**So, You Just Received Your First OCR Complaint. Now What?**

» Tanyka M. Barber, J.D., Associate, TNG

**Independence B**

**A Successful PreK-12 Staff Training on Student-to-Student Sexual Harassment**

» Kimberly Shannon, Gender Equity Coordinator, M.S., J.D. Candidate, NYC Department of Education
12:00 – 1:30 p.m.  Lunch on your own

1:30 – 2:45 p.m.  Concurrent Session Four
Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the six following sessions.

Freedom E
No Laughing Matter? Understanding How Humor Helps Prevention Education Break Through and Make Real Change
» Heather Imrie, M.Ed., Director of Program Development and Efficiency, Catharsis Productions

Freedom F
Transgender Student Rights on Trial
» Kirsten Doolittle, J.D., Board Certified Labor and Employment Lawyer, Aequitas Counsel: An Investigations Law Firm

Freedom G
Well done, Well-done, or Well, done: Tips for Composing Clear and Concise Investigation Reports
» Mandy Hambleton, M.S., Title IX Director, Florida State University
» Regina Curran, J.D., Title IX Program Officer, American University
» April Paul Baer, Ed.D., Director of Investigations and Title IX Compliance/Title IX Coordinator, Appalachian State University

Freedom H
Community Colleges and Title IX: How Can We Meet Our Title IX Obligations When Our Schools Are Often Left Out of the Discussion?
» Alex Baldino, J.D., Director of Compliance/Title IX Co-Coordinator, Portland Community College

Independence A
The Intersection of Title IX and BIT
» Makenzie Schiemann, M.S., Associate Consultant, TNG & Associate Executive Director, NaBITA
» Kim Pacelli, J.D., M.Ed., Associate, TNG

Independence B
#yesallmen: A Conversation About Masculinity and Men’s Role in Violence Prevention
» Zachary Ahmad-Kahloon, M.P.H., C.H.E.S., Prevention Specialist, Sexual Harassment and Rape Prevention Program, University of New Hampshire and Advisory Board, ATIXA
» Malik Washington, Associate Director of the Office of Violence Prevention, University of Pennsylvania
» Toby Fraser, Manager for Community Education, Lutheran Settlement House
» Olivia Harris, M.A., Executive Director, Speak About It

2:45 – 3:15 p.m.  Afternoon Snack Break
Liberty & Mezzanine Foyers
3:15 – 4:45 p.m.  
**Featured Session C**  
Featured speaker presentations will be 90 minutes in length. Attendees will choose one of the two following Featured Sessions.

*Liberty AB*  
**When Everything Goes Wrong: Summary of Court Cases**  
» Mark Hathaway, Esq., Attorney, Hathaway Parker  
» Andrew Miltenberg, Esq., Partner, Nesenoff & Miltenberg, LLP

*Liberty CD*  
**It's Not He Said, She Said, They Said: A Forensic Psychiatrist’s Approach to Assessing Sexual Misconduct Allegations**  
» Barbara Ziv, M.D., Professor, Temple University Medical School

5:15 – 6:15 p.m.  
**ATIXA VIP and Super Member Reception**  
By Invitation Only

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**Thursday, October 3rd**

8:00 – 9:00 a.m.  
**Breakfast**  
*Liberty Foyer*

8:00 a.m. – 12:45 p.m.  
**Exhibits**  
*Liberty Foyer*

9:00 – 10:30 a.m.  
**Featured Session D**  
Featured speaker presentations will be 90 minutes in length. Attendees will choose one of the two following Featured Sessions.

*Liberty AB*  
**Title IX and Race: Conscious Compliance**  
» Georgina Dodge, Ph.D., Vice President for Diversity & Inclusion, University of Maryland College Park & ATIXA Advisory Board Member  
» Sheilah Vance, Esq., Attorney, Private Practice, ATIXA Advisory Board Member & TNG Affiliated Consultant

*Liberty CD*  
**Alcohol-Induced Blackouts: What Happened? How Did We Get Here?**  
» Reagan Wetherill, Ph.D., Research Assistant Professor of Psychiatry, Perelman School of Medicine, University of Pennsylvania

10:30 – 10:45 a.m.  
**Mid-morning Beverage Break**  
*Liberty & Mezzanine Foyers*
10:45 a.m. – 12:15 p.m.  
Closing Keynote, All-conference session

*Liberty AB*

**A Panel Discussion of the Title IX Landscape**
- Tanyka M. Barber, J.D., Associate, TNG
- W. Scott Lewis, J.D., Partner, TNG
- Anna Oppenheim, J.D., Supervising Lead Consultant, TNG
- Kim Pacelli, M.Ed., J.D., Associate, TNG
- Saundra Schuster, J.D., Partner, TNG
- Brett A. Sokolow, Esq., Founder & Chair, TNG; President, ATIXA
- Catherine Spear, J.D., Associate Vice President Office for Equal Opportunity and Civil Rights, University of Virginia
- Daniel C. Swinton, J.D., Ed.D. President, TNG; Vice President, ATIXA
- Joseph Vincent, M.L.S., Associate Consultant, TNG

1:00 – 2:00 p.m.  
Post-Conference Registration and Check-In
Registration required.

*Independence Foyer*

2:00 – 6:00 p.m.  
Post-Conference Training & Certification Courses
Registration required.
OPENING KEYNOTE
All-Conference Session
Monday, September 30, 7:00 p.m.
Liberty AB

REPRESENTING COMPLAINANTS IN THE POST-DCL WORLD
John C. Clune, J.D.

In the current climate of respondent lawsuits against both schools and complainants as well as increased pressure to enhance respondents’ rights, trauma survivors have even more challenges and fears about the adjudicative process. The 2014 Clery amendments requiring that schools permit any advisor of a student’s choice (lawyers) along with recent case law has made the process more trial-like than ever. The impact from these changes is that though reporting may be on the rise due to the #MeToo wave, many survivors’ fears have increased and they are still leaving school instead of pursuing Title IX resources.

This keynote will focus on the experience of one lawyer who has served as an advisor to complainants in schools, large and small, around the country. Using specific case anecdotes, the talk will take a close look at what key issues lead to complainants hiring counsel, what issues may lead to complainant lawsuits, and what practices can help prevent attorney advisors from rushing into an adversarial posture with a school. The participant should leave the session with a clearer understanding of the mindset and motivation of complainant’s counsel which will hopefully help guide future interactions.

Communities of Practice: 🚶‍♂️ 🌱 🍼 📚

ATIXA Conference Welcome & Sponsored Reception
All Conference Attendees Welcome
Monday, September 30, 9:00 – 10:00 p.m.
Liberty Foyer
Partners, accompanying family, and travel companions are welcome to join us at the reception.

Sponsored by Maxient
Featured Session A
Tuesday, October 1, 9:00 – 10:30 a.m.
Featured speaker presentations will be 90 minutes in length. Attendees will choose one of two co-occurring featured sessions.

Liberty AB

ATIXA ADVISORY BOARD PANEL DISCUSSION: COORDINATORS ENGAGING WITH FACULTY SUCCESSFULLY
» Warren Anderson, Ed.D., Vice President for Inclusion and Diversity and Chief Diversity Officer, HACC, Central Pennsylvania’s Community College & ATIXA Advisory Board Member
» Belinda Guthrie, M.A., Director of Equal Opportunity & Title IX Coordinator, Santa Clara University, ATIXA Advisory Board Member & TNG Affiliated Consultant
» Leah Gutknecht, M.B.A., Assistant to the President for Compliance and Equity Management & Title IX Officer, University of Northern Iowa & ATIXA Advisory Board Member
» Eric Kidwell, M.L.S., Professor, Director of the Library & Title IX Coordinator, Huntingdon College & ATIXA Advisory Board Member

Title IX administrators often struggle with how to best to engage faculty who already find it challenging to balance the responsibilities of teaching, research, and mentoring students with service obligations. Expanding our reach with faculty requires both diplomacy and creativity to build trust and develop a sense of common purpose in support of our Title IX initiatives. This workshop-style session features an interactive panel where Title IX coordinators from four different institutions will share experiences advancing faculty engagement, in both subtle and overt ways. We will examine some of the most compelling issues and challenges with engaging faculty, and share strategies where we have found success leveraging the faculty to help shift campus culture in response to sexual misconduct. We will identify numerous entry points for engaging faculty in high-impact trainings, policy development, resolution and response, and in critical conversations about campus culture and sexual misconduct. We will explore these topics against the backdrop of heightened political tensions on campus and across the nation, resource constraints, and the challenge of balancing the tenets of shared governance with ensuring equity, due process, and accountability. Session participants will have the opportunity to share their expertise, experiences, and explore new strategies from multiple perspectives and campus profiles.

Communities of Practice:

Liberty CD

JUROR PERCEPTIONS AND EXPECTATIONS IN THE AGE OF #METOO
» Dana Binder, Ph.D., Senior Trial Consultant, Dispute Dynamics, Inc.
» Jill Huntley Taylor, Ph.D., Director, Dispute Dynamics, Inc.

Sexual harassment is not a new phenomenon, but #MeToo has put it squarely on the radars of corporations, schools, and the front page. What has the #MeToo movement done to jurors’ expectations of employers? How has it influenced juror expectations for the standard of proof? In this presentation, two national trial consultants with extensive experience working on behalf of colleges and universities will examine juror expectations and juror perceptions on issues related to sexual harassment and sexual assault on college campuses. The presentation will examine how the #MeToo movement has influenced these perceptions and expectations and offer suggestions for how to position cases for trial by jury. Their research has fascinating implications not just for the world of juries, but for the campus and school equivalents, our hearing boards, panels, and committees. As OCR moves to require live hearings, Title IX administrators will benefit from insights from outside the field, as we strive to set up and train our panels, minimize bias, and assure fair outcomes.

Communities of Practice:
Concurrent Session 1
Tuesday, October 1, 10:45 a.m. – 12:00 p.m.

Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the following six sessions.

Freedom E
Title IX and Beyond in Academic Medicine: Creating a Paradigm for Gender Equity
» Daniela Sorokko Harris, J.D., Deputy Title IX Coordinator, Medical University of South Carolina

Despite a substantial increase of women in medicine, certain gender disparities continue to exist, including in compensation and promotion rates of faculty members and in evaluations of students and trainees. Such disparities are connected to both tangible and intangible costs, including high rates of attrition, depression, and burnout among women in medicine. This presentation will (1) provide a history of Title IX and gender equity in academic medicine; (2) describe the current experiences of women students, trainees (residents and fellows), and faculty members in U.S. medical schools; and (3) discuss initiatives to improve the culture of academic medicine as it relates to gender equity. The content will draw from external research (e.g. peer-reviewed studies) as well as provide a case study that examines the state of gender equity at the Medical University of South Carolina.

Communities of Practice:

Freedom F
Strength in Numbers: Creating an Organizational Structure to Support Title IX Work
» Catherine Criswell Spear, J.D., Associate Vice President, Office for Equal Opportunity and Civil Rights, University of Virginia
» Emily Babb, Assistant Vice President for Title IX Compliance & Title IX Coordinator, University of Virginia

Many colleges and universities have a separate policy that applies only to harassment based on sex/gender and other forms of interpersonal violence consistent with Title IX and VAWA; in some instances, these policies apply only to students and there are separate policies that apply to employees. Regardless of what structure your institution currently has, this session will explore tested strategies for effective collaboration with partners with whom Title IX offices/Title IX Coordinators are frequently called upon to partner with to resolve matters, in particular Employee Relations/Human Resources or other equity partners who investigate under different policies and procedures that address harassment based on other protected characteristics, such as disability, race, and ethnicity. What do you do when a Title IX matter involves allegations of racial and disability harassment? What do you do when a Title IX matter involves a student and an employee, or just employees? Using the University of Virginia’s structure as a backdrop, as well as case studies, participants will engage with the presenters in a discussion around promising protocols and practices, honed from the presenters’ collective decades of experience both at OCR and in higher education, including their views on what’s worked well, and the most important of all teachers - what not so well!!

Communities of Practice:

Freedom G
The Shocking Legal Loophole That Sets Sex Crime Offenders Free
» Joyce Short, Founder, ConsentAwareness.net

Bill Cosby, Harvey Weinstein, Jeffrey Epstein, R. Kelly; why is locking up sex crime offenders so tough? What does this mean for students and Title IX Administrators and how can we change it? This presentation will focus on these cases, the types of agreements, and how those consent provisions are applicable in your state. All of this will show why being knowledgeable about the legal system is critical for conquering sexual assault.

Communities of Practice:

Freedom H
Representational Language: From Buzzwords to Action
» Olivia Harris, M.A., Executive Director, Speak About It

Sex education is relational: all students, particularly when asked to think about relationships and sex, want to see their experiences represented and hear language that is relevant to their lives. That can be a struggle for educators, though we all we recognize the need for language that is inclusive, nonjudgmental, and opens up the opportunity for learning and dialogue. This workshop will address common challenges of representation and erasure using Speak About It’s brand of humor, storytelling, and theatricality, cultivated from a decade of presenting a theatrical performance about consent, boundaries, and healthy relationships across the country. Participants will use case studies from SAI’s work to discuss common challenges and lessons that we have learned, and will craft action steps to include more perspectives, experiences, and identities in their work.

Communities of Practice:

Independence A
The Drunk Sex Problem
» Gentry McCravy, Ph.D., Affiliated Consultant, TNG

We are failing when it comes to how we navigate the conversation with students about alcohol, capacity, and consent. This session will explore the challenges associated with “Drunk Sex is Rape” education and provide a framework for how we SHOULD be navigating conversations with students about the line between drunk sex and rape.

Communities of Practice:
Protection of Chicago's Children: Chicago Public Schools, Our Journey as the Nation's First PreK-12 District to Create a Title IX Department

Carrie Pratt, J.D., Chief Title IX Officer, Chicago Public School District
Aimee Rodriguez, M.P.P., J.D., Director of Title IX Compliance, Chicago Public School District
Debra Spraggins, Director of Title IX Investigations, Chicago Public School District

In June 2018, the Chicago Tribune released “Betrayed,” a series of articles on sexual assault and misconduct at Chicago Public Schools (CPS) from 2008 to 2017. CPS responded quickly and thoroughly to the findings of the “Betrayed” series, both in the immediate months that followed and throughout the last year. CPS formed the nation’s first PreK-12 Title IX department, the Office of Student Protections and Title IX (OSP), to ensure the school district is free from sexual discrimination, sexual harassment, and sexual violence. Join us as CPS shares their model for protecting students in hopes that other districts will follow.

Communities of Practice: 🌱🔍🔍🔍

Concurrent Session 2
Tuesday, October 1, 1:30 – 2:45 p.m.
Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the following six sessions.

Freedom E
First, Do No Harm: Title IX & Sexual Misconduct of Health Professionals
Kathleen Colgan Vodzak, J.D., Director, Equal Opportunity/Title IX Compliance, Deputy EO/Title IX Coordinator, Drexel University
Lindsay Kenney, J.D., Equal Opportunity/Title IX Investigator, Deputy Title IX Coordinator, Drexel University

Students and patients are two extremely vulnerable populations. When you consider the on-campus health care dynamic that involves students who are also patients, that creates another level of vulnerability. Is your college or university affiliated with a medical school, nursing school, or hospital? If not, most (if not all) higher education and PreK-12 institutions have campus health centers, so truly no school is immune from the possibility of having to one day address a situation where allegations of misconduct are raised against a health professional. In this workshop, we will take a look at the widely publicized examples of Michigan State, University of Southern California, and Ohio State, and this workshop, we will take a look at the widely publicized examples of Michigan State, University of Southern California, and Ohio State, and what we can learn from those scenarios about improving institutional response when campus health professionals are alleged to have engaged in misconduct.

Communities of Practice: 🌱🔍🔍🔍

Freedom F
Climate Assessment Beyond the Survey: Identifying and Utilizing Campus Data to Drive Practices
Amy Zavadil, Ph.D., Independent Consultant & Advisory Board Member, ATIXA

Climate assessment is often equated with climate survey, though there is not a single best practice for such tools. This session will describe some common recent climate assessment tools and explore a range of campus data that can be utilized to understand the population, assess climate, and identify opportunities to inform practices. Examples will be provided, and case scenarios discussed to explore use of data in practice and inform awareness and prevention efforts.

Communities of Practice: 🌱🔍🔍🔍

Freedom G
Walking the Prevention Tightrope: Alcohol Education and Avoiding Victim-Blaming
Michael Dunn, J.D., Director of Title IX Compliance and Training/Title IX Coordinator, St. Mary’s College of Maryland
Joel Aure, Title IX Coordinator, Skidmore College
Kyle Bishop, Ed.D., Assistant Dean of Students/Deputy Title IX Coordinator, St. Mary’s College of Maryland

Research indicates that alcohol consumption is involved in about half of college sexual assaults. Yet broaching this topic, and engaging students in prevention efforts focused on alcohol use and overall risk reduction, can be perceived as victim-blaming. Join us for a conversation about approaches, resources, and recommendations to engage a campus community in this critically important topic.

Communities of Practice: 🌱🔍🔍🔍

Freedom H
What's in a Name? Critical Examination of Cultural Stereotypes Regarding People Who Perpetrate Rape and the Importance of Language in Our Training Environment
Heather Imrie, M.Ed., Director of Program Development and Efficiency, Catharsis Productions

This presentation will examine cultural stereotypes about the people who commit rape, where they come from, and how we may be unintentionally affirming those stereotypes in our training environments. It then challenges participants to reconsider how we talk about sex, rape, and the people who perpetrate sexual violence. Finally, it asks participants to understand the unintended consequences some of the words we currently utilize to describe people who perpetrate harm; how does this negatively impact our learning environments and how the world understands this issue?

Communities of Practice: 🌱🔍🔍🔍
ROUNDTABLE SESSION 1
All Conference Session
Tuesday, October 1, 3:15 – 4:15 p.m.

- New Title IX Regulations, Brett Sokolow, J.D. – Liberty A
- Title IX Equity Requirements Beyond Harassment, Erin Buzuvis, J.D. – Liberty B
- Intersection of Title VII and Title X, Anna Oppenheim, J.D. – Liberty B
- Investigation Best Practices, Joe Vincent, M.L.S. – Liberty C
- Transgender Student Inclusivity, Gia Sanchez, J.D. and Jen Ball, Ph.D. – Liberty C
- Free Speech and Sexual Harassment, Saundra Schuster, J.D. – Liberty D
- Title IX in the PreK-12 Setting, Warren Anderson, Ed.D. – Salon 1
- Title IX and Race, Sharon Perry-Fantini, Ph.D. and Sheilah Vance, J.D. – Salon 2
- Engaging Men and Title IX, Zak Ahmad-Kahloon, M.P.H. – Salon 3
- Litigation and Case Law, Kim Pacelli, M.Ed. – Salon 4

**Independence A**

LGBTQ+ Survivors of Gender-Based Violence: Where Are Our Gaps?

- Zachary Ahmad-Kahloon, M.P.H., C.H.E.S., Prevention Specialist, Sexual Harassment and Rape Prevention Program, University of New Hampshire & Advisory Board, ATIXA

Research indicates high rates of violence occur in communities that are lesbian, gay, bisexual, transgender, and queer (LGBTQ+). However, in many places across the country there are very few LGBTQ+ people actually coming in through the front doors of our crisis centers, Title IX offices, police stations, hospitals, etc. This presentation is going to use New Hampshire as a case study where relevant data sources were examined to compile a clearer picture of the incidence and prevalence of violence and then give recommendations so we can begin to more effectively engage the LGBTQ+ community in our work. This workshop will not be an LGBTQ+ 101 so basic knowledge of the community will be expected.

Communities of Practice:

**Independence B**

Title IX Updates for PreK-12 Schools: Lessons from Recent Cases

- Kim Pacelli, J.D., M.Ed., Associate, TNG

We know that PreK-12 school leaders are working hard to track case law more than ever right now to learn what is required of schools to prevent, stop, and remedy gender and sex discrimination. In this session, we will focus on key recent cases and issues for PreK-12 administrators to have on their radar. We’ll briefly cover some of the foundational basics of Title IX and student conduct law. We will then review recent court cases that provide instructive guidance for school leaders. Topics will include sexual harassment, sexual assault, free speech, hazing, bullying and cyberbullying, working with transgender students, interim measures, no-contact orders, and the role of behavior intervention teams. Higher education colleagues will also benefit from these discussions, as well.

Communities of Practice:

ROUNDTABLE SESSION 2
All Conference Session
Tuesday, October 1, 4:30 – 5:30 p.m.

- New Title IX Regulations, Brett Sokolow, J.D. – Liberty A
- Title IX in the Community College Setting, Beth Harper, Ph.D. and Natti Marlaire, Ed.S. – Liberty B
- Title IX Administrator Burnout, Amy Zavadil, Ph.D. and Eric Kidwell, M.L.S. – Liberty C
- Diversity, Equity, & Inclusion, Joni Baker, Ph.D. and Georgina Dodge, Ph.D. – Liberty C
- Athletics and Title IX, Peg Pennepacker, C.A.A. and W. Scott Lewis, J.D. – Liberty D
- Advocacy and Prevention, Michelle Issadore, M.Ed. – Salon 1
- Pregnancy and Parenting, Leah Gutknecht, M.B.A. – Salon 2
- Title IX Jurisdictional Issues, Kim Pacelli, M.Ed. – Salon 3
- Preliminary Inquiries and Initial Actions, Tanyka M. Barber, J.D. – Salon 4
Featured Session B
Wednesday, October 2, 9:00 – 10:30 a.m.
Featured speaker presentations will be 90 minutes in length. Attendees will choose one of two co-occurring featured sessions.

Liberty AB
PREACHING PAST THE CHOIR: BUILDING BRIDGES WITH PARENTS AND ANTAGONISTS IN THE PREK-12 SETTINGS
» Laura McGuire, Ph.D., Founder, the National Center for Equity and Agency

Most people naturally gravitate towards the crowds that agree with them. Preaching to the choir and communities that will nod along with and applaud our messages feels wonderful, but it isn’t necessarily where we are most needed. As Title IX professionals, we exist in a space where many feel uncomfortable; discussing consent, sexual misconduct, and gender can make many feel uncomfortable. So how do we build the bridges between these vital messages and parents and community members who may be less than receptive? In the session, we will explore overcoming defensiveness, working through cognitive dissonance, and creating effective paradigm shifts through values education.

Liberty CD
TITLE IX AND THE #METOO MOVEMENT: THE CONTINUED NEED TO ADDRESS SEXUAL ASSAULT, VIOLENCE, AND HARASSMENT IN OUR SOCIETY
» Tammy Hodo, Ph.D., Owner, All Things Diverse, LLC

Currently there is a lot of dialogue regarding how to apply Title IX in academia. With the changing of the guard (Secretary of Education), questions surrounding overreach, inequality of application (complainant versus respondent), and what many see as a desire to cease and desist the specific components of the law that address sexual assault, harassment and violence abound. Implementing Title IX in the workplace is imperative. As we have seen with the #MeToo movement, sexual harassment, assault, etc. is not limited to academia. Gender equity in every realm of society is imperative if we are to create an equitable world for all. Did Title IX help generate the #MeToo movement? Did it develop a platform for people to feel comfortable enough to come out and share their stories of assault and harassment?

Communities of Practice:
Concurrent Session 3
Wednesday, October 2, 10:45 a.m. – 12:00 p.m.
Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the following six sessions.

Freedom E
A Seat at the Table: The Complexity of Race, Gender, and Interlocking Oppressions in Sexual Misconduct Work
» Kijua Sanders-McMurtry, Ph.D., Vice President for Equity and Inclusion, Mount Holyoke College
» Shannon DaSilva, M.S.W., Title IX/Section 504 Coordinator, Mount Holyoke College
This session will explore how to ameliorate issues of sexual misconduct using an intersectional analysis. Our work seeks to understand the various complexities interwoven in individual cases considering histories and legacies of racism, sexism, cissexism, and heteronormativity. We use case study analyses to explore the various -isms and how individual identities impact sexual misconduct cases.
Communities of Practice: 🌱 🧑‍🤝‍🧑

Freedom F
Applying a Collaborative Approach to Sexual Violence: Using Case Examples of Challenging Cases
» Nastia Gorodilova, Senior Coordinator of Systems and Training, NYC Alliance Against Sexual Assault
» Mary Haviland, Esq., Executive Director, NYC Alliance Against Sexual Assault
» Andrea Stagg, Esq., Deputy General Counsel, Barnard College
Through a panel presentation, this session will explore pathways of collaboration between institutions of higher education and the sexual assault community to further the common goal of providing safe educational environments to students. The conversation will focus on case studies including the ‘gray area’ cases that often occur on college campuses and challenge higher education staff. Balancing the priorities of institutional compliance, student safety, equity, advocates, local law enforcement, parents, press – the role of a Title IX Coordinator is complex and constantly changing. This panel will present the perspectives of higher education staff, rape crisis professionals, and student leaders, as well as engage the audience in a conversation of concrete ways of finding common purpose in addressing sexual violence on campus.
Communities of Practice: 🌱 🧑‍🤝‍🧑

Freedom G
Reluctant Witnesses: Best Practices for Engaging Individuals in Challenging Title IX Investigations
» Dan Schorr, Managing Director, J.D., Ankura, Sexual Misconduct and Title IX Investigations Practice
In this session, two experts in the field of investigations will present best practices in investigating reports of sexual misconduct and harassment involving reluctant or challenging parties or witnesses. As external investigators working with a number of educational institutions, the presenters will draw upon experience investigating reports of sexual violence, intimate partner violence, and gender-based and racial harassment involving students, faculty, and staff to illustrate effective interviewing methods. This session will focus on techniques for building rapport, communicating compassion while remaining fair, and framing questions in order to draw out important information and evidence. These techniques can help an interviewee feel more comfortable both in the interview and with the process more generally, and lead to deeper, more effective investigations.
Communities of Practice: 🌱 🧑‍🤝‍🧑

Freedom H
#MeToo Laws and Higher Ed: An Overview of the New and Pending Anti-Harassment Training Mandates and What It Means for Your Institution
» Preston Clark, J.D., President, Get Inclusive
» Jill Albrecht Weimer, J.D.
Get the latest update on new and pending anti-harassment legislation affecting your state and institution. During the presentation, compliance and prevention experts, Jill Albrecht Weimer and Preston Clark, will share strategies and best practices for incorporating these new mandates into your prevention and compliance programs. States discussed will include: CA, NY, IL, FL, MA, WA, D.C., PA, AZ, TX, CT, and DE.
Communities of Practice: 🌱 🧑‍🤝‍🧑

Independence A
So, You Just Received Your First OCR Complaint. Now What?
» Tanyka M. Barber, J.D., Associate, TNG
Imagine being just four months into a new job and receiving a complaint from OCR alleging that your institution failed to properly handle a sexual assault report. Yes, that happened to me – and I had no clue what to expect. But, having gone through the process (a few times), I am in a good position to share some insights on how to successfully navigate the process of working with OCR. Join this session to learn some practical steps you can take and what to expect once you have received an OCR complaint.
Communities of Practice: 🌱 🧑‍🤝‍🧑
Independence B

A Successful PreK-12 Staff Training on Student-to-Student Sexual Harassment

» Kimberly Shannon, Gender Equity Coordinator, M.S., J.D. Candidate, NYC Department of Education

In this session, we will look over a full-day training on student-to-student sexual harassment that was delivered to over 1,800 school staff during the 2018-19 school year. The training received 98% positive feedback, with many commenting that it was clear, informative, and in many cases even fun. The training went over the prevalence of sexual harassment, sexual development of children, definition of sexual harassment, intersectionality and oppression, trauma-informed care, school obligations, and how to talk to students about consent and respect. This session will discuss content as well as facilitator tips.

Communities of Practice: 🌨️ 🌱 🍒 🍇

Concurrent Session 4

Wednesday, October 2, 1:30 – 2:45 p.m.

Concurrent Speaker Sessions will be 75 minutes in length. Attendees can choose one of the following six sessions.

Freedom E
No Laughing Matter? Understanding How Humor Helps Prevention Education Break Through and Make Real Change

» Heather Imrie, M.Ed., Director of Program Development and Efficiency, Catharsis Productions

Using humor to teach students about sexual violence is often a controversial topic but when used appropriately, humor is positively associated with students’ learning, retention, and recall of information. Studies have found that humor decreased negative feelings in the student and increased engagement which in turn increased recall. This presentation will examine how humor can be incorporated in both live and online programing, examples will be included.

Communities of Practice: 🌹 🍃 🍊 🌸

Freedom F
Transgender Student Rights on Trial

» Kirsten Doolittle, J.D., Board Certified Labor and Employment Lawyer, Aequitas Counsel: An Investigations Law Firm

This presentation provides an overview of the first trial in the U.S. concerning a transgender student’s right to use a restroom that aligns with their gender identity. The presentation will include a discussion of the posture of the case, an overview of the most recent transgender student rights cases, as well as practical solutions for PreK-12 schools facing this issue.

Communities of Practice: 🌹 🍃 🍊 🌸

Freedom G
Well done, Well-done, or Well, done: Tips for Composing Clear and Concise Investigation Reports

» Mandy Hambleton, M.S., Title IX Director, Florida State University
» Regina Curran, J.D., Title IX Program Officer, American University

The ability to compose a well-written investigation report is imperative to providing a reliable, fair, and impartial investigation. While many presentations and trainings discuss what should be included in an investigation report, the “how” and “why” are often unaddressed. The presenters will address common pitfalls observed in written reports, such as organizational construction, flow, and syntax, and the unintended consequences they can cause in both internal and external processes. The presenters will share first-hand experiences from writing and reviewing reports to provide direct and applicable suggestions to improve the process of generating quality investigation reports. Topics addressed will include: voice, tone, word choice, incorporating quotations, incorporating sensitive information, footnotes, and more.

Communities of Practice: 🌹 🍃 🍊 🌸

Freedom H
Community Colleges and Title IX: How Can We Meet Our Title IX Obligations When Our Schools Are Often Left Out of the Discussion?

» Alex Baldino, J.D., Director of Compliance/Title IX Co-Coordinator, Portland Community College

Community colleges educate more than one-third of all students in the United States, and serve more diverse, marginalized, and vulnerable students than our four-year counterparts, yet our students are not necessarily the students policy-makers envision when promulgating rules, laws, or deciding lawsuits. The first part of this session will look at Portland Community College’s recent policy development process and how specific, community college issues were addressed. The remainder of the session will focus on practitioners and provide a space to share their experiences and learn from one another to think...
through issues impacting our campuses. Participants are encouraged to bring specific case studies to work through. Discussion topics include: providing support when we do not have jurisdiction over respondents, issues specific to community and continuing education students, working with advocates and unions, and more.

Communities of Practice:

Independence A

The Intersection of Title IX and BIT

» Makenzie Schiemann, M.S., Associate Consultant, TNG & Associate Executive Director, NaBITA
» Kim Pacelli, J.D., M.Ed., Associate, TNG

While the behavioral intervention team and Title IX administrators have individual roles and areas of expertise on campus, the two departments need to be prepared to collaborate and communicate as cases overlap and intersect. This presentation will discuss the overlap of BIT and Title IX and provide strategies for ensuring effective communication and collaboration. Additionally, the presentation will explore the role of Title IX on the BIT membership and will use case studies to provide participants hands-on experience with the intersection of the Title IX and BIT.

Communities of Practice:

Independence B

#yesallmen: A Conversation About Masculinity and Men’s Role in Violence Prevention

» Zachary Ahmad-Kahloon, M.P.H., C.H.E.S., Prevention Specialist, Sexual Harassment and Rape Prevention Program, University of New Hampshire and Advisory Board, ATIXA
» Malik Washington, Associate Director of the Office of Violence Prevention, University of Pennsylvania
» Toby Fraser, Manager for Community Education, Lutheran Settlement House
» Olivia Harris, M.A., Executive Director, Speak About It

What is men’s role in sexual assault prevention? This dynamic panel discussion will explore masculinity and gender construction in sexual violence, as well as the unique role men play in violence prevention. Expert panelists from the University of New Hampshire, University of Pennsylvania, Lutheran Settlement House, and Speak About It offer a diversity of perspectives, geographies, and experiences working with men on these issues. The speakers will use their insight to help audiences identify strategies, solutions, and challenges in engaging men in their communities in violence prevention initiatives.

Communities of Practice:
Featured Session C
Wednesday, October 2, 3:15 – 4:45 p.m.
Featured speaker presentations will be 90 minutes in length. Attendees will choose one of two co-occurring featured sessions.

Liberty AB
WHEN EVERYTHING GOES WRONG: SUMMARY OF COURT CASES
» Mark Hathaway, Esq., Attorney, Hathaway Parker
» Andrew Miltenberg, Esq., Partner, Nesenoff & Miltenberg, LLP

This session will give an overview of current litigation, recent appellate decisions, and specific legal issues that have impacted Title IX investigations and adjudication on campuses nationwide. The presentation is by two attorneys, Andrew Miltenberg from New York and Mark Hathaway from California, who together are responsible for over 100 court cases out of the approximately 418 court cases filed in the United States since the April 4, 2011, Dear Colleague Letter was issued by OCR. There will be a question and answer period.

Communities of Practice:

Liberty CD
IT’S NOT HE SAID, SHE SAID, THEY SAID: A FORENSIC PSYCHIATRIST’S APPROACH TO ASSESSING SEXUAL MISCONDUCT ALLEGATIONS
» Barbara Ziv, M.D., Professor, Temple University Medical School

Allegations of sexual misconduct are treated differently than any other type of wrongdoing or workplace complaint. As a consequence, these investigations often result in conclusions that, at best, are perceived as unfair and, at worst, are wrong. By using evidenced based, best practices for assessing claims of sexual misconduct, more accurate, thorough, and even-handed resolutions will result. Topics will include interviewing techniques, patterns of behavior of victims of sexual harassment/assault, patterns of behavior of perpetrators of sexual harassment/assault, false allegations, psychological consequences of both sexual harassment/assault, and the investigative process.

Communities of Practice:
Featured Session D
Thursday, October 3, 9:00 – 10:30 a.m.
Featured speaker presentations will be 90 minutes in length. Attendees will choose one of two co-occurring featured sessions.

**Liberty AB**

**TITLE IX AND RACE: CONSCIOUS COMPLIANCE**

» Georgina Dodge, Ph.D., Vice President for Diversity & Inclusion, University of Maryland College Park & ATIXA Advisory Board Member

» Sheilah Vance, Esq., Principal Attorney, Private Practice, ATIXA Advisory Board Member & TNG Affiliated Consultant

Various disciplines and professions have their definitions and understandings of conscious compliance. The speakers will present a vision and program of conscious compliance as it relates to Title IX and race. A post-racial, color-blind society remains elusive, and “thorough” and “impartial” are hallmarks of compliant Title IX programs. Conscious compliance with Title IX’s sexual harassment and discrimination provisions requires educational institutions to be aware of racial dynamics, biases, and equity strategies. This session will examine Title IX litigation that addresses: race; the impact of race on constituent group attitudes, and culture towards Title IX compliance; race and the student-athlete; how to detect and correct bias in your Title IX program; and how to develop education, training, prevention, reporting, investigative, and decision-making programs that address and respond to racial dynamics.

**Communities of Practice:**

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**Liberty CD**

**ALCOHOL-INDUCED BLACKOUTS: WHAT HAPPENED? HOW DID WE GET HERE?**

» Reagan Wetherill, Ph.D., Research Assistant Professor of Psychiatry, Perelman School of Medicine, University of Pennsylvania

Drinking to the point of a blackout has gained notoriety in recent years. Unfortunately, and perhaps consequently, the term blackout is often used incorrectly and/or misinformation about blackouts exists. This session will provide accurate, scientific information about alcohol’s effects on the brain, behavior, and alcohol-induced blackouts. What is a blackout? Can you tell if someone is in a blackout? How is a blackout different from passing out? This session will answer these questions and equip Title IX Coordinators with facts and resources to use when handling alcohol-related cases.

**Communities of Practice:**

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CLOSING KEYNOTE

All-Conference Session
Thursday, October 3, 10:45 a.m. – 12:15 p.m.
Liberty AB

A PANEL DISCUSSION OF THE TITLE IX LANDSCAPE
Tanyka M. Barber, J.D., Associate, TNG
W. Scott Lewis, J.D., Partner, TNG
Anna Oppenheim, J.D., Supervising Lead Consultant, TNG
Kim Pacelli, M.Ed., J.D., Associate, TNG
Saundra Schuster, J.D., Partner, TNG
Brett A. Sokolow, Esq., Founder & Chair, TNG; President, ATIXA
Catherine Spear, J.D., Associate Vice President Office for Equal Opportunity and Civil Rights, University of Virginia
Daniel C. Swinton, J.D., Ed.D., President, TNG; Vice President, ATIXA
Joseph Vincent, M.L.S., Associate Consultant, TNG

This session offers an update on the new Title IX regulations. ATIXA’s resident experts will once again help members to understand the meaning of new provisions, and to interpret OCR’s expectations for compliance. Some of the mandates of the new regs are positive changes, such as facilitating wider due process protections, but others are clearly a step backward, or even two. Do the regs represent incremental change or a landmark shift? What will this mean as politics continues to buffet Title IX in future administrations? How long will the regs endure, and what implications will litigation over the regs have for the field? Please attend this session for the latest details and to have your questions addressed by the expert panel, including contributions from the next generation of consultants.

Communities of Practice:
KEYNOTE SPEAKER, FEATURED SPEAKER, & ADVISORY BOARD BIOS

Zachary Ahmad-Kahloon, M.P.H., C.H.E.S., works at the Sexual Harassment and Rape Prevention Program (SHARPP) at the University of New Hampshire (UNH) as the Male Victim Program Coordinator and Educator. He has a range of experience as a sexual violence advocate and prevention educator, with a background in social justice. He has developed workshops on male victimization and has been conducting them across the state of New Hampshire and nationally with a variety of audiences and professionals. At UNH, he is the chair of the President’s Commission on the Status of LGBTQ+ People which looks at systemic issues that face LGBTQ+ populations at the university. Nationally, he serves on the Leadership Council of the Campus Advocacy and Prevention Professionals Association (CAPPA) and the Advisory Board for ATIXA.

Warren R. Anderson, Ed.D., serves as the Vice President for Inclusion and Diversity and Chief Diversity Officer at HACC, Central Pennsylvania’s Community College. Dr. Anderson also serves as the College’s Title IX Coordinator. Dr. Anderson has served in various senior and executive level roles within K-12 and Higher Education. In his current role, he is responsible for the direction, leadership, and oversight of the College’s strategic vision around inclusion and all aspects of diversity, including compliance with Title IX and other forms of discrimination. At HACC, Dr. Anderson also has functional responsibility for the departments of Disability Services across the College's five campuses. Prior to his arrival at HACC, Dr. Anderson served as associate provost for student success at Slippery Rock University. In this role, he worked to ensure overall student success in the areas of retention, graduation, and engagement. His earlier professional experience includes serving as Assistant Vice President for Diversity and Inclusion at Clarkson University; Assistant Vice President for Student Affairs at East Stroudsburg University; and Director of Student Access and Support for the Pennsylvania State System of Higher Education. Dr. Anderson is most proud of his work in the area of access for minorities to higher education. In Philadelphia, he worked as a member of a team dedicated to developing a college-going culture within the School District of Philadelphia. In addition to his professional duties, Dr. Anderson is active in a number of civic organizations that advance social causes locally and nationally. He serves on the boards of Leadership Harrisburg Area, Pennsylvania State GEAR UP, and various community and statewide organizations. Finally, Dr. Anderson serves as an Adjunct Professor in the graduate school of Education at Eastern University. A native of Philadelphia, Dr. Anderson earned a Doctor of Education in higher education from Widener University; a master’s degree in education from Eastern University; and a bachelor’s degree from Mansfield University.

Joni Baker, Ph.D., is the Director of Equal Opportunity and Diversity at the Texas A&M University System. Prior to that, she was a Diplomat with the U.S. Department of State’s Foreign Service, having assignments in Asia and Africa. Dr. Baker has a B.S. degree with a double major in Political Science and Urban Affairs from American University, an M.A. in Government from Georgetown University, and a Ph.D. in Natural Resources Development from Texas A&M University. She is on the Advisory Board of ATIXA and is a member of the Texas Advisory Committee to the U.S. Commission on Civil Rights. Dr. Baker has traveled to more than 70 countries and speaks Swahili, Mandarin Chinese, French, and Spanish.

Jennifer L. Ball, Ph.D., is the Interim Chief Inclusion Officer, Title VI, IX, ADA/504 Coordinator, and Assistant Professor in the Humanities and Social Sciences Department at Clarkson University. She is also the institution’s Title IX Coordinator. She received a bachelor’s degree from Saint Vincent College and her master’s and doctoral degrees from Purdue University. In addition, she is the Director of Value U, a peer-based bystander intervention training program that uses culturally sensitive framing. She has a background in LGBT and gender equity nonprofit advocacy. Her research and teaching interests include gender, sexuality, social activism, and social documentation.

Tanyka M. Barber, J.D., is an Associate with TNG and has over 10 years of experience in civil rights/equal employment opportunity law. Tanyka’s key areas of competency include employment discrimination, Title IX, diversity and inclusion, investigations, policy and program development, training, and compliance. Prior to joining TNG, Tanyka served as the Director of Diversity and EEO and the Title IX Coordinator at Morgan State University, a historically Black college and university, in Baltimore, Maryland. Tanyka directed and provided guidance relative to the University’s antidiscrimination, Title IX, and diversity initiatives for approximately 7,800 students and 1,200 employees. Tanyka also conducted and oversaw the University’s discrimination investigations involving faculty, staff, and students, drafted investigation reports and position statements, and
work with University administrators to implement recommendations for action. In addition, Tanyka led the University’s Title IX efforts and was responsible for drafting policies and procedures, developing the University’s Title IX grievance process, prevention, training, and outreach initiatives. A Maryland native, Tanyka earned her B.S. in Health Education from Morgan State University; her M.H.S. in Health Policy from Johns Hopkins University School of Public Health; and her J.D. from the University of Baltimore School of Law.

**Dana Binder, Ph.D.**, joined Dispute Dynamics, Inc. in 2006 after completing her Ph.D. in Social Psychology with an emphasis in Psychology and the Law. She is currently a Senior Trial Consultant with the firm’s Philadelphia office. Dr. Binder has been involved in all aspects of DDI’s trial consulting practice, including mock trial research, jury selection, case theme development, assistance with opening statements and closing arguments, development of juror profiles, witness preparation, shadow juries, and post-trial juror interviews. She has experience in a wide variety of case types, including product liability, employment, intellectual property, professional malpractice, antitrust, conspiracy, contract, fraud, and personal injury. Dr. Binder’s research has fascinating implications not just for the world of juries, but for the campus and school equivalents, our hearing boards, panels, and committees. As OCR moves to require live hearings, Title IX administrators will benefit from insights from outside the field, as we strive to set up and train our panels, minimize bias, and assure fair outcomes.

**Erin Buzuvis, J.D.**, is a Professor of Law at Western New England University in Springfield, Massachusetts. She researches and writes about gender and discrimination in education, including such topics as Title IX’s application to campus disciplinary proceedings for sexual assault, Title IX and college athletics reform, intersecting sexual orientation and race discrimination in collegiate women’s athletics, retaliation and related discrimination against female college coaches, and participation policies for transgender and intersex athletes. 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. She also teaches courses on administrative law, employment discrimination, Title IX, torts, and property.

**John Clune, J.D.**, is a private attorney in Boulder, Colorado. As a former Chief Deputy prosecutor from Colorado’s Fifth Judicial District, John was responsible for reviewing, charging, and prosecuting child and adult sexual assault cases. After leaving prosecution, John co-founded and served as legal director for the Rocky Mountain Victim Law Center, a non-profit that provides pro-bono representation for crime victims in the criminal justice system. John is now in private practice focused on representation of students and families on campus rape/Title IX matters as well as other cases of sexual violence outside of the school context. John is a current and founding advisory board member of ATIXA.

**Georgina Dodge, Ph.D.**, joined the University of Maryland this summer as its Inaugural Vice President for Diversity and Inclusion. Previously, she served as the Chief Diversity Officer at Bucknell University for two years and at the University of Iowa for seven years, where she was also the Title IX Coordinator. She has consulted with numerous universities and organizations on issues of diversity, equity, and inclusion and has conducted training around the country. Dodge has a doctorate in English from UCLA and her scholarship focuses on multiracial literature, critical race theory, and cultural studies. Prior to attending college, she served a six-year enlistment in the U.S. Navy as an electronics technician.

**Belinda M. Guthrie, M.A.**, has 20 years of progressive leadership experience in higher education developing campus wide programs for the prevention, investigation, and response to issues of discrimination, harassment, and sexual misconduct involving students, faculty, and staff. Belinda joined Santa Clara University in 2014 as the University’s first full-time Director of Equal Opportunity and Title IX Coordinator, is an affiliated consultant with TNG, and serves on the Association of Title IX Administrators (ATIXA) Advisory Board. Prior to joining Santa Clara, Belinda served as Associate Dean of the College at Vassar College from 2003 to 2012 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. A native of Wyoming, Belinda received her B.S. in psychology and administration of justice from the University of Wyoming, and holds a M.A. in education from New York University.

**Leah Gutknecht, M.B.A.**, is the Title IX Officer at the University of Northern Iowa, where she serves as the Assistant to the President for Compliance and Equity Management. She oversees the functions of equal opportunity, affirmative action, compliance with Title VII, Title IX, and ADA, as well as the University’s prevention efforts. Gutknecht is a certified civil rights mediator and has served as a civil rights investigator for over 19 years, and as a Title IX Officer for over 15 years. She coordinated UNI’s conversion to a One Policy One Process model, organized a Title IX audit, compiled a team of investigators and deputy coordinators, and led efforts to serve as a pilot institution for NASPA’s Culture of Respect national program. Being a member of the first cohort of ATIXA trained coordinators
in 2011, Gutknecht had the pleasure of presenting at the 2015 and 2017 national conferences, contributing as a featured columnist for *Title IX Today*, and serving as a member of the editorial advisory board for the *Journal of Campus IX*. She has served on the ATIXA Advisory Board since 2018.

**Elizabeth Harper, Ph.D.,** is Associate Vice President for Student Services and Enrollment Management at Northern Virginia Community College with responsibility for the central records office, financial aid, international student services, disability support services, military outreach and support services, and student behavior and mental health issues. She also serves as the College’s Title IX Coordinator. In addition to her work at NOVA, Dr. Harper teaches graduate courses in educational leadership, foundations, and policy at the University of Virginia’s Northern Virginia Center. Dr. Harper has also worked in a variety of civilian and military education settings in the United States and abroad as a teacher, counselor, and administrator. These include the School of Continuing and Professional Studies at the University of Virginia, the University of Mary Washington, the United States Department of Labor, Boston University (Europe), Temple University European Army Mission, the Army Continuing Education System, Barton County (KS) Community College, and Fall River (MA) Community College. Dr. Harper’s research interests include broadening access and equity for underserved populations, issues in immigrant education, and the evolution of higher education opportunities for women. She holds a Ph.D. in higher education from the University of Virginia, an M.S. in adult and occupational education from Kansas State University, an M.A. in school psychology from the University of North Carolina, and a B.A. in psychology from Hollins College.

**Mark Hathaway, J.D.,** is admitted to practice in California, Illinois, New York, and Washington, D.C., and is certified as a Specialist in Taxation Law by the California State Bar. Mark’s background in complex financial crimes, government fraud, tax crimes, and related administrative, civil, and regulatory matters has helped him navigate Title IX Investigations, administrative adjudication proceedings, and any necessary court litigation. Since stepping in to help a family friend at Occidental College in 2013, Mark has advised students and faculty in over 150 Title IX misconduct cases, with many cases resolved at the campus level. Mark makes regular appearances on Air Talk, Southern California Public Radio, and his cases have received national attention by *The Wall Street Journal*, *The Atlantic*, *Forbes Magazine*, and *The Los Angeles Times*. In Mark’s recent appellate cases against USC, *Dixon v. Allee* and *Doe v. USC*, the Court of Appeal found the single investigator model and lack of cross-examination to be "fundamentally flawed" and lacking in Due Process. As a result, colleges and universities have changed their Title IX policies and procedures.

**Tammy Hodo, Ph.D.,** is the owner of All Things Diverse LLC, a consulting company assisting organizations with creating inclusive environments. Tammy earned her Ph.D. from the University of Wisconsin-Milwaukee in Urban Studies, with a minor in Sociology, in which she specializes in Race, Class, Gender, and Ethnicity. She has worked in academia for over ten years in a variety of positions, to include faculty and university administrator. Her most recent administrative role was as the Director of Diversity, Equity, and Inclusion for a law school where she was responsible for policy development and overall institutional compliance for students, faculty, and staff related to discrimination and harassment, including violations of the non-discrimination policy and the sexual misconduct policy.

**Eric A. Kidwell, M.L.S.,** is the Title IX Coordinator at Huntingdon College (Montgomery, Alabama), where he is also Professor and Director of the Library. As the College’s certified Title IX Coordinator (a role he originated), Eric has oversight of Huntingdon’s policy and process on sex/gender discrimination and sexual misconduct, the development and delivery of its program of education and training, and leads the team that responds to complaints under its policy. Eric has over 30 years’ experience in higher education and has held a variety of leadership positions within the American Library Association, including the Association of College & Research Libraries and the Library Administration & Management Association. At Huntingdon, he has taught in and directed multiple first-year experience programs, one of which, the Liberal Arts Symposium, received a commendation from the Southern Association of Colleges and Schools. In his life outside work, he tries to put his art degree to use, and as any self-respecting librarian, reads a lot. Eric is a member of the ATIXA Advisory Board.

**W. Scott Lewis, J.D.,** is a Partner with TNG. He is a co-founder and advisory board member of ATIXA and NaBITA and was a board member and president of ASCA. He has worked with the Department of Justice’s Office of Violence Against Women and the Department of Education’s Offices of Civil Rights as a trainer and consultant, training staff and investigators. He was a consultant to the Office of the Vice President and the White House Task Force on issues of Sexual Misconduct, as well as a core member of the United States Olympic Committee’s Task Force that proposed and created the United States Center for SafeSport, both of which he consults with and trains. He also consults with and trains numerous sports organizations and governing bodies at all levels from high schools to Olympic-level athletes, trainers, coaches, and staff, including working with the NCAA and NJCAA. He gave a TEDTalk* related to this
subject for laypeople – including employees and supervisors – on how to properly respond to victims of trauma. He presents regularly at schools and campuses internationally, assisting colleges and universities with legal, judicial, and risk management issues, as well as policy development and implementation. He serves as an author and editor in a number of areas including legal issues in higher education, campus safety and student development, campus conduct board training, and other education issues. He also assists clients with, oversees, and conducts investigations and hearings for student/staff/faculty misconduct. He has also investigated thousands of allegations of misconduct. He completed his undergraduate work in Psychology and his graduate work in Higher Education Administration at Texas A&M University and received his law degree and mediation training from the University of Houston. He lives in Denver, Colorado with his family.

Natalyn Marlaire, Ed.S., has served in a student services leadership role for over 12 years at Chippewa Valley (Wis.) Technical College and has 10 years of experience in developing intervention programming for at-risk young adults at a community-based organization in Eau Claire, Wisconsin. In her role as Director of Advising and Services at CVTC, Natalyn serves as the Title IX Coordinator and co-chair of the Behavior Intervention Team focused on the implementation of policy, procedure and prevention programming. In addition, she provides direction and oversight for Academic Advising, the Student Success and Career Development Department, Student Central, Assessment Center and the coordination and management of federal and state grants that focus on mental health, support services and retention of students at CVTC. A NaBITA member since 2010, Natalyn serves on the ATIXA Advisory Board, Eau Claire Healthy Communities Mental Health Action Team, Eau Claire Chamber of Commerce Workforce and Development Committee and numerous other task forces and committees at CVTC. Natalyn holds an Ed.S in career and technical education from the University of Wisconsin-Stout, a master’s degree in professional development from the University of Wisconsin-La Crosse and a bachelor’s degree in child psychology from the University of Minnesota.

Patrick O’Rourke, J.D., is the Head Litigation Attorney in the Office of University Counsel for the University of Colorado. He is responsible for the defense of all litigation brought against the University of Colorado. Before joining the Office of University Counsel, Patrick was a director of Montgomery Little & McGrew, P.C. and represented clients in a broad range of civil litigation. Patrick graduated from the Georgetown University Law Center in 1995 and is regularly invited to speak on a wide range of legal issues, including medical malpractice litigation, civil rights litigation, and appellate practice.

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 Illinois State University, SUNY-Cortland, and Georgetown University. 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.

Anna Oppenheim, J.D., is a Supervising Lead Consultant with TNG. She advises colleges and universities on ongoing misconduct investigations and often serves as an external investigation support provider for issues of complex sexual misconduct as well as employment matters, retaliation, and harassment. Anna also is responsible for drafting policies and best practices for educational institutions on a wide range of matters, in addition to assisting with policy implementation. Prior to joining TNG, Anna worked as a civil rights attorney at a boutique plaintiff’s employment discrimination firm in Center City, Philadelphia, where she focused on advising current employees on issues involving sexual harassment. Anna also served as an investigator for the Office of the Inspector General in Philadelphia, where she specialized in cases involving sexual misconduct by government employees. Anna has experience conducting mediations and other forms of alternate dispute resolution, and has developed and presented seminars and trainings related to complex employment matters, ethical obstacles in the workplace, and gender and diversity issues, both in the United States and internationally. A Philadelphia native, Anna received her Juris Doctorate from Temple University and her Bachelor of Arts from Dartmouth College.

Kim Pacelli, M.Ed., J.D., is an Associate with TNG who is quite familiar with the day-to-day challenges facing colleges, universities, and schools. She provides practical advice that empowers institutions to confidently manage high-risk issues on their campuses. Her practice includes: policy and procedure development and consultation; program review, assessment, and compliance consultations; and tailored on-site training programs, among others. She regularly trains and advises on Title IX policy and procedures, Clery Act reporting and compliance, student mental health interventions and policies, FERPA and student privacy issues, free speech issues for both public and private institutions, and student conduct issues, among others. She has also served as an invited speaker at regional
and national conferences. Kim’s solution-oriented approach to her work stems from her extensive experience as a student affairs practitioner. Kim served as Senior Associate Dean of Student Affairs at Bowdoin College, where she provided leadership, operational, budget, and personnel oversight to many central offices of the college, including the Dean’s office, Health Services, Counseling Services, Residential Life, and other student support offices. Kim also previously served as Associate Dean of Student Life at Harvard, providing key leadership for the Harvard residential life and student life system, and as Director of Residential Life at Bowdoin. Prior to joining TNG, Kim served as an Attorney and Consultant for the private law firm Drummond Woodsum in Portland, Maine, exclusively serving colleges, universities, and schools. Kim earned her law degree from the University of Maine School of Law, her Master’s in Education from the Harvard Graduate School of Education, and her undergraduate degree from Bowdoin College.

Peg Pennepacker, C.A.A., has been a high school athletic director for 26 years and has served as a teacher/athletic director, assistant principal/athletic director and a fulltime athletic director. She has earned the designation of Pennsylvania Registered Athletic Director from the Pennsylvania State Athletic Directors Association (PSADA) and Certified Athletic Administrator from the National Interscholastic Athletic Administrators Association (NIAAA). In addition, she holds a Bachelor of Science degree in Health and Physical Education from Lock Haven University, a Masters degree in Sport and Athletic Administration from West Chester University, and both elementary and secondary principal’s certification from the University of Scranton. Peg serves on the PSADA Executive Council as the Title IX consultant, and is on PSADA’s Professional Development Committee, and is on the advisory board for ATIXA. Peg has spent the past two decades working with the state athletic director’s association, the Pennsylvania School Boards Association and the National Interscholastic Athletic Administrator’s Association educating athletic directors and school district personnel about Title IX law at the K-12 level. She continues to advocate for high school reporting for all school districts and stronger enforcement of the law at the K-12 level. After 36 years in public education as a school and athletics administrator, Peg retired in June 2017. Peg is the founder of High School Title IX Consulting Services, a small consulting service focused on assisting high schools with Title IX compliance.

Jan Perry-Evenstad, Ph.D., is the Director of the Western Educational Equity Assistance Center located at Metropolitan State University of Denver, one of four regional centers funded by the US Department of Education to provided technical assistance on civil rights in PreK-12 education. She has over 20 years of work experience in educational equity having worked with three Equity Assistance Centers and the Colorado Department of Education on race and gender equity. She holds the rank of Associate Professor at Metropolitan State University of Denver in the Department of Secondary Education and Educational Technology. Jan is one of the co-founders of the Colorado Chapter of (National Association of Multicultural Educators) NAME and a current co-chair. She is one of the current board members for ATIXA. Her areas of research and work in professional development have been in race and gender equity, Title IX, Indian Education, bullying and sexual harassment. She is a national trainer for GESA (Generating Expectations for Student Achievement) and SAGE (Student Achievement Grounded in Equity) and is trained in: SIOP (Sheltered Instruction Observation Protocol), Olweus Bully Prevention Program (OBPP), and Aggressor Victims and Bystanders. Jan has published in the areas of Indian Education, Title IX, and Multicultural Education.

Sharon Perry-Fantini, Ph.D., serves as the Vice Provost for Diversity & Inclusion, Title IX / 504 Officer, and Associate Professor of Management at Tiffin University. Her primary responsibility is overseeing compliance related to Title IX, VAWA, Section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act (ADA) of 1990. She has an earned Ph.D. in Organizational Management at Capella University. She also holds a Masters of Business Administration Degree from Tiffin University and a Bachelor of Business Administration Degree in Human Resource Management and Organizational Management. The British Standards Institution granted her certification as a Quality Lead Auditor for ISO 9000 in 2001.

Saundra K. Schuster, J.D., is a Partner with TNG, a national risk management legal consulting firm. Saunie is a recognized expert in preventive and civil rights law for education, notably in the fields of harassment, discrimination and sexual misconduct and violence, ADA and disability issues. Prior to joining TNG, Saunie’s higher education legal experience included serving as the General Counsel for Sinclair Community College; as a Senior Assistant Attorney General for the state of Ohio, representing public colleges and universities; and as the Associate General Counsel for the University of Toledo. In addition to her legal work in higher education, Saunie has over 25 years 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.

Brett A. Sokolow, J.D., is President of ATIXA and Founder and Chair of TNG. He 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 re-
mediation. He is the Founder, President, and CEO of TNG, 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 President of ATIXA, which has certified more than 14,000 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 12 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. He is a 1993 graduate of the College of William and Mary and a 1997 graduate of the Villanova University School of Law.

Catherine Criswell Spear, Ph.D., is the Associate Vice President (AVP) for the Office for Equal Opportunity & Civil Rights (EOCR) at the University of Virginia and has been with the University for four years. As the AVP for EOCR, she leads a 16-person team in support of the University’s prevention, education, and response efforts to ensure equal opportunity and protect the civil rights of all University community members, including students, faculty, staff, and visitors. EOCR is responsible for administering University policies that prohibit discrimination and harassment on a variety of protected characteristics, including gender, gender identity, sexual orientation, race, national origin/ethnicity, and disability, as well as prohibit retaliation. Prior to joining the University of Virginia, Spear was the first full-time dedicated Title IX Coordinator at Stanford University. Before Stanford, she worked in the Cleveland office of the U.S. Department of Education, Office for Civil Rights (OCR) for 19 years, including as Chief Attorney and then Director. OCR is responsible for enforcing federal civil rights laws that prohibit discrimination based on sex, race, color, national origin, age, and disability in Pre K-12 and higher education. Spear is an affiliated consultant for TNG, as well as serves or has recently served on advisory boards/committees for ATIXA (Association of Title IX Administrators), NACUA (National Association for College and University Attorneys), Futures Without Violence, the National Association of ADA Coordinators, and EVERFI (for Sexual Assault and Diversity, Equity, and Inclusion). Spear also is a Commissioner on the Charlottesville Human Rights Commission. She has a Bachelor of Arts in English from the University of Dayton and a Juris Doctorate from Case Western Reserve University School of Law. Her pronouns are she, her, hers.

Daniel C. Swinton, J.D., Ed.D., is Vice President of ATIXA and President of TNG. 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.

Jill Huntley Taylor, Ph.D., is a Director with Dispute Dynamics, Inc. and heads the firm’s Philadelphia office. She joined Dispute Dynamics in 1998. Dr. Huntley Taylor has worked on behalf of her clients in courtrooms throughout the country, alongside some of the best lawyers and law firms. Her experiences include case theme and strategy development, jury research, assistance with jury selection and voir dire, witness preparation, assistance with opening statements and closing arguments, development of juror profiles, shadow juries, and juror interviews. Dr. Huntley Taylor attended Claremont Graduate University in Claremont, California where she earned a Master of Arts and a Doctorate in Social Psychology. She conducted her dissertation research on the application of the story model to civil juror decision-making.

Sheilah Vance, J.D., an Affiliated Consultant with TNG, is the founder of the Law Offices of Sheilah Vance. Formerly Chief of Staff and Deputy to the President at Cheyney University, where she also served as Title IX Coordinator, Vance devotes a substantial amount of her law practice to work on Title IX investigations, hearings, trainings, and program administration with educational institutions. She teaches Education Law at Villanova University School of Law, and she is Chair of the Education Law Committee of the Philadelphia Bar Association. She presents and writes often on Title IX. A former hearing officer for the Pennsylvania Department of Education, Vance also serves as an arbitrator for the Philadelphia Court of Common Pleas. Formerly Special Assistant to the Pennsylvania Secretary of Education, Vance has a JD from Georgetown University and a BA in Communications from Howard University.

Joe Vincent, M.L.S., is an Associate Consultant with TNG. He works with colleges and universities to ensure compliant and well-developed sexual misconduct policies and procedures and serves as an external trainer for investigators, Title IX Coordinators, and administrators with civil rights compliance responsibilities. Joe advises on internal misconduct investigations and has served as an external support provider for nondiscrimination matters to human resources, student affairs, General Counsel, and President’s offices. Joe frequently contributes to model
policies, position statements, draft legislation, and best practices guidance. Prior to joining TNG, Joe worked as a Title IX Coordinator and human resources director specializing in policy development, employment compliance training, grievance resolution processes, and advising on supervisory leadership for A.T. Still University of Health Sciences, a graduate and professional university with two medical schools, two dental schools, and several traditional and online healthcare professions programs. Originally from St. Louis, MO, Joe has experience in government, politics, and communications. He received his Master of Legal Studies from West Virginia University and his Bachelor of Science in Political Science from Truman State University. Joe has advised, written, and presented on civil rights investigations for the higher education human resources industry. He developed material covering the pitfalls of power-imbalanced relationships that is currently used to train healthcare college faculty at several U.S. medical schools.

Reagan Wetherill, Ph.D., LCP, is a Research Assistant Professor of Psychology in Psychiatry at the Perelman School of Medicine at the University of Pennsylvania and a licensed clinical psychologist. She received her Ph.D. in Clinical Psychology from the University of Texas at Austin and completed her predoctoral internship/postdoctoral fellowship at the University of California, San Diego/VA San Diego Healthcare System. Her research focuses on the neurobiological substrates of alcohol and substance use disorders, pharmacogenetics, and sex differences/influence of hormones.

Amy Zavadil, Ph.D., is a consultant for equity, inclusion, and violence prevention education. Dr. Zavadil is a change agent with more than a decade of experience in higher education, assisting with organizational change and attention to inclusion efforts. Dr. Zavadil provides content development and strategic planning for equity, inclusion & violence education, leadership consultation, professional coaching, and serves as a trainer and facilitator. Dr. Zavadil has experience speaking with local, regional, and national organizations, at conferences and invited speaking engagements regarding Harassment and Violence Education; Campus Climate Assessment; Bystander Intervention Prevention education; Inclusive Communication and Practice; Equity Compliance practices (including Title IX, Title VII, Clery Act overlap); Nondiscrimination Policy; and Trauma-Informed Response. She has facilitated and co-facilitated participant education, staff training, and professional development workshops at multiple institutions and organizations during more than 20 years of professional experience. She served as a Title IX Coordinator from 2011 into 2019. As a Title IX Coordinator, she has gathered and reviewed quantitative and qualitative data to assess climate and inform practices as an ongoing part of her work.

Barbara Ziv, M.D., is a graduate of Wesleyan University and Northwestern University Medical School. She has been a practicing forensic psychiatrist for over 20 years and is currently a Professor at Temple University Medical School. Dr. Ziv has served on the Pennsylvania Sexual Offender Assessment Board since 2000 and has assessed over 1000 convicted sex offenders and thousands of victims of sexual violence. In addition, Dr. Ziv has consulted with schools, universities, organizations, churches, and many other types of institutions about sexual harassment, sexual impropriety, and sexual assault. She has assessed both alleged victims and alleged perpetrators using evidenced-based practices. Dr. Ziv has been involved in cases involving Jerry Sandusky, the Archdiocese of Philadelphia, and Bill Cosby, among many others. She is a nationally recognized expert on behaviors of both victims and perpetrators of sexual misconduct.
MISSION
ATIXA provides a professional association for school and college Title IX Coordinators, investigators, and administrators who are interested in serving their districts and campuses more effectively. Since 1972, Title IX has proved to be an increasingly powerful leveling tool, helping to advance gender equity in schools and colleges. Title IX’s benefits can be found in promoting equity in academic and athletics programs, preventing hostile environments on the basis of sex, prohibiting sexual harassment and sexual violence, protecting from retaliation and remedying the effects of other gender-based forms of discrimination. Every school district and college in the United States is required to have a Title IX Coordinator who oversees implementation, training, and compliance with Title IX. ATIXA brings campus and district Title IX coordinators, investigators, and administrators into professional collaboration to explore best practices, establish industry standards, share resources, empower the profession, and advance the worthy goal of gender equity in education.

WHY IS ATIXA NEEDED?
More than 30 years after the Department of Education mandated that school districts and colleges designate Title IX Coordinators, we have established a profession of Title IX administrators who are helping to further sex and gender equity in education. While there is much work to be done in PreK-12, charter school, and hospital environments, colleges and universities have made significant progress since the April 4th, 2011 Dear Colleague Letter on campus sexual violence gave us greater insight into the role and responsibilities of the Coordinator.

Now, the field faces another period of change and challenge. Litigation is at an all-time high, Congress is considering new legislation impacting on Title IX, and OCR has proposed new Title IX regulations for the first time in 40 years. Once again, schools are scrambling to update policies, implement training, and understand the Office for Civil Rights’ (OCR) expectations, all while some have yet to achieve full compliance with the new mandates set out by VAWA Section 304 in 2015. Against this backdrop of near-constant change since 2011, ATIXA maintains a steady adherence to first principles. Administrations and regulations may change, but the core of sex and gender equity first laid out by Congress in 1972 is unwavering. Title IX compliance is important, but for ATIXA’s members, it’s about commitment, not just compliance.

ATIXA was formed in 2011 to promote professional development and foster collaboration in what is actually a field of more than 25,000 people who all do the same job – assuring Title IX compliance in our schools, colleges and universities.

ATIXA creates a venue for professional exchange between coordinators and other administrators with Title IX responsibilities, to finally and meaningfully wrap our heads around the Coordinator role, other Title IX-based administrative responsibilities, and best practices for institutional Title IX compliance.

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Conference materials can be found at: [https://tinyurl.com/y67m4czk](https://tinyurl.com/y67m4czk)  
Password: EastCoast19

Lactation space is available. Please visit the ATIXA Registration Desk for details.  
All gender restrooms are available. Please visit the ATIXA Registration Desk for details.

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