



2018 Title IX Summit

June 11th-12th, 2018

***Power, Politics
& Privilege***



Welcome to Rowan University

Thank you for joining us for the Sixth Annual Title IX Summit. We are excited each year to witness the continued growth of such an important annual event. The Summit provides an opportunity for institutions, industry experts, social activists and government representatives to engage in provocative discussions around Title IX issues. Our theme this year is “Power, Politics & Privilege.” The focus of this year’s workshops is on the changes we can expect with the new administration and best practices moving forward. With the impending changes from the Department of Education, the #MeToo and Time’s Up movements, and the increased public awareness of the prevalence of sexual harassment and sexual violence in a variety of industries, a renewed spotlight is being cast on Title IX. We hope attendees depart with a better understanding of these important conversations and with practical tools and creative measures to ensure an education free from sex discrimination and sexual violence.

We especially want to thank all of our speakers who have volunteered their time to lead and enrich our discussions, and our internal staff and administrators who took part in planning this event.

Sincerely,
*The Rowan University
Title IX Summit Planning Committee*

Day 1 – Monday, June 11, 2018

8:30 AM – 9:00 AM Eynon Ballroom, Chamberlain Student Center	Check-in & Breakfast
9:00 AM – 9:15 AM Eynon Ballroom	Welcome to Rowan University's 6th Annual Title IX Summit <i>Dr. Ali Houshmand, Rowan University President</i>
9:15 AM—9:30 AM Eynon Ballroom	Student Dance Performance <i>Performers: Charlie Barney, Hailey Hubbs, Shannon Q Harkins, Matthew Basen, Elizabeth Darrell, and Molly Jo</i>
9:45 AM—11:00 AM Rm 127	Armed with Information: Talking with Students about Consent, Common Pitfalls & How to Avoid Them <i>Jamie Edwards-Pasek, J.D., Carnegie Mellon University</i> The concept of consent is often presented as a fairly straight-forward, "yes or no" interaction. However, practical experience and research in various fields demonstrate that consent can actually be quite complex and challenging. The perception and exchange of consent is influenced and complicated by: one's own internal expectations; gender roles and social sexual scripting; gender differences in conceptualizing consent; alcohol; and a number of other factors. This presentation will provide an overview of ways to help students to think, talk about and understand consent, including information about common pitfalls in the "hook up" context, and practical tips to avoid those pitfalls.
9:45 AM—11:00 AM Rm 144	Title IX: Where is it Today? <i>Claudia Costa, Esq. & Benjamin Levine, Esq., Gordon Rees Scully Mansukhani, LLP</i> The new administration brought many changes. A new Dear Colleague Letter was issued and a position was adopted with respect to transgender students. The position taken by the new administration is at odds with many local laws and even with the position which the EEOC holds today. Similar conflicts exist in the courts throughout the country. Moreover, cases involving bathroom access are on the rise and so too are the costs of resolving them. This panel shall discuss the changes being made by the new administration and the trends in the courts in the face of these changes.
9:45 AM—11:00 AM Rm 221 A	Resolving the Conflict Between Title IX and Clery Timely Warnings <i>Travis Douglas, AVP for Residential Learning & Inclusion Programs, Rowan University</i> Title IX and the Clery Act intersect in their intention to keep students safe and effectively address sexual violence on campus. The Clery Act, passed following the rape and murder of Jeanne Clery in 1986, requires timely warnings whenever a crime is reported that represents an ongoing threat. However, there is an inherent conflict between this requirement and our responsibility to support survivors. Timely warnings can be perceived as victim blaming or reveal information that may cause emotional trauma or worse, trigger retaliation. In this session we will share data from a recent study and discuss approaches to resolving this conflict.

Day 1 – Monday, June 11, 2018

<p>9:45 AM—11:00 AM Rm 221 B&C</p>	<p>How to Avoid a Title IX Lawsuit</p> <p><i>Patricia Hamill, Esq. & Lorie Dakessian, Esq., Conrad O'Brien PC</i></p> <p>Learn how colleges and universities can manage the risk of Title IX lawsuits from respondent students. The audience will take away an understanding of how Title IX impacts college and university disciplinary procedures; an understanding of how a prompt, impartial, and equitable procedural process that is fair to both parties is vital for reaching a just outcome; and an understanding of risk and potential liability associated with Title IX disciplinary procedures. This presentation will also cover a review of recent Title IX lawsuits in the courts so that the audience can learn how to decrease their school's risk of getting sued.</p>
<p>11:15 AM—12:30 PM Rm 127</p>	<p>Changing a Campus Climate by Speaking Up! A Collaborative Bystander Intervention Approach</p> <p><i>Kristie Damell, Ed.D. & Melissa Zarin, Ph.D., Stevens Institute of Technology</i></p> <p>As Title IX professionals, we are charged with providing opportunities to challenge our students' behaviors and perceptions. Navigating the myriad of health and safety concerns our students present is challenging, but by shifting from a reactionary educational approach to a proactive approach, we are seeing our students hold themselves and their peers accountable for their choices. Join us as we discuss Stevens' new bystander intervention program, Speak UP!, and how a collaborative partnership between the offices for Title IX, Counseling, Athletics, and Disability Services is impacting our campus climate as we tackle the issues of mental health, sexual assault, alcohol abuse, relationship violence and discrimination.</p>
<p>11:15 AM—12:30 PM Rm 144</p>	<p>"Fun"datory Title IX Programs While Still Meeting Mandates</p> <p><i>Stacey Rose, Assistant Director for Student Rights and Responsibilities, Stockton University</i></p> <p>Back by popular demand for those practitioners who did not have the opportunity to attend this informative session last year... Struggling to develop an engaging, meaningful, fun Title IX program for both small and large audiences that meets Title IX mandates? Looking for new tools to reach our students to create social change and new social norms around consent and sexual misconduct? This session demonstrates the tools and activities used at Stockton University that go beyond mandates to create healthier attitudes around sexuality and reduce incidents of sexual misconduct.</p>
<p>11:15 AM—12:30 PM Rm 221 A</p>	<p>A Community Approach to Sexual Violence: Villanova's SARC Team</p> <p><i>Ryan Rost, Title IX Coordinator, Kathy Byrnes, J.D., Deputy Title IX Coordinator, Villanova University</i></p> <p>Come learn how Villanova established and developed a team of community members who serve as the Sexual Assault Resource Coordinator (SARC) Team that help provide support to students who have experienced or been impacted by sexual violence. The discussion aims to: identify one community-based strategy for responding to disclosures of sexual violence; describe one implementation process for creating a sexual violence response team comprised of diverse faculty and staff of varying disciplines and positions; examine impact as it relates to reports of sexual violence, bystander intervention, and prevention efforts; and discuss lessons learned in the implementation and process of a sexual violence response team comprised of faculty and staff.</p>

Day 1 – Monday, June 11, 2018

<p>11:15 AM—12:30 PM Rm 221 B&C</p>	<p>Being Proactive with Title IX</p> <p><i>Kaleigh Sosa, Title IX Training Coordinator, Jackie Moran, J.D., Director of Compliance for Student Affairs and Title IX Coordinator, Rutgers University</i></p> <p>The Office of Student Affairs Compliance & Title IX at Rutgers University- New Brunswick has had great success with outreach education this year while maintaining a high level of service for students who interact directly with the office largely due to the creation of a unique position. A grant that the University received allowed for the creation of a Title IX Training Coordinator role. This position has been able to support the Office in various ways, such as specific trainings for special populations, which has created increased visibility and quality of service to students. Participants will learn how creating a unique position in Title IX will help with proactive outreach and help to create a more efficient Title IX Office to meet the needs of students. Participants will also learn about the grant that funds this position at Rutgers University- New Brunswick and what it requires of the Office throughout the year.</p>
<p>12:45 PM—1:45 PM Eynon Ballroom</p>	<p>Lunch</p>
<p>1:45 PM—4:00 PM Eynon Ballroom</p>	<p>Keynote</p> <p>A Special Screening of “The Voiceless” and Follow-on Discussion</p> <p><i>Vanessa McNeal, MSW, Documentarian and Film Producer</i></p>



“There may be times when we are powerless to prevent injustice, but there must never be a time when we fail to protest.” __Elie Wiesel

Day 2 – Tuesday, June 12, 2018

8:30 AM – 9:00 AM Eynon Ballroom, Chamberlain Student Center	Breakfast
9:00 AM – 9:30 AM Eynon Ballroom	Presentation of Awards
9:45 AM—11:00 AM Rm 127	<p>Collaborating with your Local Sexual & Domestic/Dating Violence Program</p> <p><i>Sarah Harebo, J.D., Director of Equal Opportunity, University of Maine System, Rachel Haynes Pinsker, Esq., PA Coalition Against Domestic Violence</i></p> <p>There are a plethora of opportunities for those working in Title IX offices at colleges and universities to partner and collaborate with local sexual and domestic violence service providers. This workshop examines ways that Title IX offices have partnered with local programs and explores new avenues for collaboration. The goal of this workshop is to: increase knowledge of the organization of local sexual and domestic/dating violence programs; provide examples of collaboration at both private and public colleges and universities; explore additional opportunities for collaboration; provide an understanding of MOUs; and identify keys to collaboration.</p>
9:45 AM—11:00 AM Rm 144	<p>Responding to Allegations of Systemic Misconduct Against Faculty or Staff</p> <p><i>Maureen Holland, Esq., & Devon Riley, Esq., Cozen O'Connor</i></p> <p>This presentation will examine the resolution of allegations of systemic misconduct against faculty or staff through an examination of multiple case studies. Case studies will include scenarios involving professors and students, supervisors and subordinates, and single versus multiple complaints of misconduct. The discussion will focus on the relevant procedural and substantive considerations in resolving complaints, including preventing retaliation, setting the appropriate scope, and disciplining tenured faculty.</p>
9:45 AM—11:00 AM Rm 221 A	<p>Title IX Awareness, Preparedness and Prevention (APP)</p> <p><i>Candy Young, Director of Title IX, Delaware State University</i></p> <p>Title IX APP is a practical way to talk to students and employees about sexual assault awareness, preparedness and prevention. This interactive PowerPoint presentation includes scenarios and table top discussion on how to make talking, reporting, and recognizing sexual assault issues and behaviors for students, faculty, staff and others more approachable. The presentation includes strategies, talking points, and innovative ways to talk about different types of sexual assault including stalking, domestic violence, dating violence, sexual harassment, and cyber harassment. Participants will learn how to reach students in a more personal and respectful way as they navigate university policy and procedures around Title IX.</p>

Day 2 – Tuesday, June 12, 2018

<p>9:45 AM—11:00 AM Rm 221 B&C</p>	<p>What has Changed in the Era of #MeToo? How Higher Education Can Respond to the New National Conversation</p> <p><i>Kelly Ann Bird, Esq. & Kristin Sostowski, Esq., Gibbons PC</i></p> <p>The social media movement #MeToo spread virally in October 2017, bringing into the national consciousness a dialogue around sexual harassment and assault that has been ongoing in higher education for many years. With revelations of harassment and assault across numerous industries being disclosed on a near daily basis, and the media, policy makers, and the public at large more focused on these issues than ever before, what has changed for colleges and universities? This workshop will focus on lessons higher education can learn from the experiences of institutions that have made headlines in the era of #MeToo.</p>
<p>11:15 AM—12:30 PM Rm 127</p>	<p>Title IX Compliance: Strategies for the <i>Small One-Person Office</i></p> <p><i>Emily Ralph & Sammie Booth, Drew University</i></p> <p>Small colleges face unique obstacles to Title IX compliance and prevention and education of sexual misconduct along with other potential roles. Best practices used by larger institutions with more staff and resources cannot always be adopted by institutions with one-person Title IX Offices and no designated prevention and education staff. This training seeks to provide suggestions for small colleges to develop the coping strategies to implement: climate surveys, action plans, training programs, and policy revision/investigation of complaints. The training focuses on models for developing faculty, staff, and student participation in effectuating prevention and education goals, developing student advisory boards that engage and develop programming, and working with community based partners to help with programming on campus.</p>
<p>11:15 AM—12:30 PM Rm 144</p>	<p>Hidden Child Abuse: Lessons Learned from High Profile Investigations</p> <p><i>Gina Maisto Smith, Esq. & Devon Riley, Esq., Cozen O'Connor</i></p> <p>The country has been shocked to learn of prominent members of separate university athletic departments assaulting minor children over a long period of time. Often times, higher education's intersection with minors is overlooked, but minors are likely part of a school's community through school sponsored academic or athletic programs, summer camps, youth outreach, or through the school's hospital system. Where does the institution's obligation to protect those minors begin and end? This presentation will examine that obligation. It will also dive into the dynamics of child sexual assault; discuss grooming behaviors and how they work to silence victims; identify areas in which schools intersect with minors; review reporting requirements and how to encourage proper reporting; and examine the intersection of athletics and child sexual assault.</p>
<p>11:15 AM—12:30 PM Rm 221 A</p>	<p>Supporting LGBTQ+ Survivors on Campus</p> <p><i>Ethan Levine, Ph.D., Services Empowering Rights of Victims (SERV) & Molly Sapia, MA</i></p> <p>Title IX protections have provided a much-needed resource for addressing sexual violence on campus. However, the benefits of Title IX may not apply equally to all students in practice. This workshop will explore strategies for addressing sexual violence in lesbian, gay, bisexual, trans, and queer (LGBTQ+) communities. How can we improve support for LGBTQ+ students? How effectively does Title IX address same-sex violence – and might this shift under the current administration? What other policy and programmatic options would support students in these communities? Workshop participants will discuss and strategize around these and other contemporary challenges for supporting LGBTQ+ survivors on campus.</p>

Day 2 – Tuesday, June 12, 2018

11:15 AM—12:30 PM Rm 221 B&C	<p>Forensic Interviewing and Conducting Trauma-Informed Investigations</p> <p><i>Kathleen Colgan Vodzak, Esq., Title IX Coordinator, Drexel University, Magee Sweeney, Forensic Interviewer, Mission Kids Child Advocacy Center</i></p> <p>Title IX administrators and investigators have the challenging job of conducting investigations and adjudications of student conduct where the level of trauma experienced by a survivor of sexual abuse or intimate partner violence can be magnified by the complainant's involvement in an often-lengthy, emotionally taxing, and sometimes traumatic process. Our goal should be two-fold: to conduct interviews geared to elicit the most truthful and accurate information from those who have either experienced a traumatic event, series of events, or adversity AND to do so while limiting or preventing further traumatization or re-victimization in the course of the interview. By incorporating the forensic interviewer model and knowledge of the effects of trauma and disclosure, you will leave with a framework for conducting trauma-informed investigations.</p>
12:45 PM—1:45 PM Eynon Ballroom	Lunch
1:45 PM—3:00 PM Eynon Ballroom	<p>Keynote</p> <p>Student Movements Against Campus Sexual Assault: Past, Present, and Future</p> <p><i>Laura Dunn, Esq., Victims' Rights Attorney and SurvJustice Founder</i></p>
3:00 PM—3:15 PM Eynon Ballroom	Closing Remarks



“You must never be fearful about what you are doing if it is right.” __Rosa Parks



2018 6TH ANNUAL

TITLE IX SUMMIT

Power, Politics & Privilege



KEYNOTE SPEAKERS



Laura L. Dunn, Esq.
Victims' Rights Attorney and SurvJustice Founder

Laura L. Dunn, Esq. is a nationally recognized victim-turned-victims' rights attorney whose work has been featured by HBO Vice, National Law Journal, PEOPLE Magazine, Rolling Stone Magazine, The New York Times, MSNBC, Washington Post, and TIME Magazine, among many others.

In 2007, Dunn graduated from the University of Wisconsin-Madison (UW) with a B.A. in Legal Studies and Psychology, as well as a certificate in Criminal Justice. While a student, two men from her crew team sexually assaulted Dunn. Despite reporting to campus officials and police, she was denied justice and eventually filed a Title IX complaint against UW. Her experience with campus sexual violence garnered national media attention from the Center for Public Integrity's investigative series entitled "Sexual Assault on Campus: A Frustrating Search for Justice," which was featured by National Public Radio in 2010. In honor of her courage and contributions to the 2011 Title IX guidance, known as the Dear Colleague Letter, Vice President Joe Biden invited Dunn as a VIP guest to its release.

In 2014, Dunn received a J.D. from the University of Maryland Carey School of Law where she graduated Order of the Barristers for her superior talents in trial and appellate advocacy, as a Rose Zetzer Fellow for her studies in the Women, Leadership & Equality program, and received the William P. Cunningham Award for her national work on campus sexual violence. This work included contributing to the 2013 Violence Against Women Act (VAWA) Reauthorization, advising the White House Task Force to Protect Students Against Sexual Assault, and serving as a primary negotiator on the U.S. Department of Education's VAWA Rulemaking Committee. To recognize her advocacy, then-Chairman of the Senate Judiciary Committee, Senator Patrick Leahy, recognized Dunn on the floor of the U.S. Senate, and Vice President Biden invited her as a VIP guest to the signing of the 2013 VAWA Reauthorization as well as the release of the It's On Us Campaign at the White House. While in law school, Dunn also interned at the U.S. Department of Justice's Office on Violence Against Women, served as a judicial intern for the

U.S. District Court for the District of Maryland, worked as a law clerk for the U.S. Senate Judiciary Committee, and founded the national not-for-profit organization, SurvJustice.

Since graduation, Dunn has become a published legal scholar in *The Georgetown Journal of Gender & Law* on the topic of campus sexual violence, an adjunct at the University of Maryland Carey School of Law teaching on Sexual Violence & Harassment in Education, a 2015 Echoing Green Global Fellow, a member of the ABA Commission on Domestic and Sexual Violence, a liaison to both the ALI Sexual and Gender Based Misconduct Project and its Model Penal Code on Sexual Assault and Related Offenses, and a member of the ABA Criminal Justice Section's Task Force on College Due Process and Victim Protections, all while continuing her work with SurvJustice. In 2017, she received the Special Courage Award from the U.S. Department of Justice's Office for Victims of Crime and the AAUW Eleanor Roosevelt Fund Award for founding SurvJustice (<http://www.survjustice.org/>). Currently, Dunn continues to serve as an expert consultant and represents survivors in civil cases across the country. She is also a 2018 TED Fellow and delivered a TED talk in Vancouver last April.



Vanessa McNeal, MSW
Documentarian and Film Producer

Vanessa McNeal MSW, is a tenacious and thought provoking national speaker, film producer, and business owner. She speaks nationally on how to confront adversity using her personal story as a vehicle to inspire and empower others. She is known for her investment and wisdom in topics that are often difficult to talk about. Her message has resonated with audiences around the world through the influential topics of overcoming adversity, sexual violence, social change, leadership and empowerment.

At an early age, Vanessa experienced child sexual abuse and neglect. Due to the neglect, she wasn't taken to school regularly, so she was placed in a remedial class. She spent time in foster care before she was raised by her grandparents. At age 15, Vanessa was sexually assaulted at a college preparatory program and overcame the many faces of rape culture. Vanessa was the first in her family to graduate high school and went on to pursue her bachelor's degree at Iowa State University. She received her Master's degree in Social Work at the University of Northern Iowa.

In 2017, Vanessa founded her production company, McNeal Media, with the goal of creating social change through the art of storytelling. She is the director and producer of the internationally recognized documentary, "The Voiceless." The film features the stories of male survivors of sexual violence. She won "Best Director" for the documentary at the Newark International Film Festival. At Indiefest, she received Women Filmmaker Award of Recognition.

Vanessa won the 2017 YWCA "Woman of Tomorrow" award and was honored with a nomination as a 2017 STATEment maker in the entrepreneurial spirit category. She has also been featured in numerous publications, articles, and news broadcasts.

PRESENTERS
IN ORDER OF PRESENTATIONS



Jamie Edwards-Pasek, J.D., *Armed with Information: Talking with Students about Consent, Common Pitfalls & How to Avoid Them*

Position: Assistant Director of the Office of Title IX Initiatives, Carnegie Mellon University

Jamie Edwards-Pasek is the Assistant Director of the Office of Title IX Initiatives at Carnegie Mellon University, and the Lead Title IX Investigator. Prior to serving in this role, Jamie practiced law in the Pittsburgh office of McGuireWoods, LLP and clerked in family court in Trenton, NJ. She is also a trained mediator. Jamie graduated from Carnegie Mellon in 2007 with a bachelor's degree in political science and history & policy, and a minor in gender studies. She received her juris doctorate with a certificate in public health from the University of Pennsylvania Law School.



Claudia A. Costa, Esq., *Title IX Programs: Where is it Today?*

Position: Partner at Gordon & Rees, LLP

Claudia A. Costa is a partner in the New York office of Gordon & Rees and a member of the Employment Law, Professional Liability Defense and Commercial Litigation practice groups. Her practice focuses on the defense of private and publicly held corporations in all aspects of employment-related matters. In her Professional Liability Defense practice, Claudia defends lawyers, accountants, architects and insurance brokers/agents in professional malpractice suits brought against them. She also skillfully defends municipalities and townships in civil rights and municipal liability claims. Claudia's experience spans a range of other practice areas across the professional liability spectrum including representing private and charter schools in school leaders' liability matters. She has served as general counsel for cases involving student expulsion, pregnancy, special accommodations and allergies, course removal, and the defense of wrongful termination and discrimination claims. Claudia is also the associate editor of Legal Malpractice Law Review which provides summaries of recent decisions across the country in the area of legal malpractice. Claudia obtained her juris doctor degree from the Fordham University School of Law.



Benjamin Levine, Esq., *Title IX Programs: Where is it Today?*

Position: Senior Counsel at Gordon & Rees, LLP

Benjamin Levine's practice primarily focuses on complex litigation in the areas of sports, entertainment, employment, professional liability, and commercial law in state, federal and administrative courts. Benjamin zealously advocates on behalf of a wide range of clients including professional athletes, NCAA Athletes, coaches, sports agents, employers, professionals, municipalities, and businesses. Benjamin has experience involving some of the most high profile sports law matters of the recent past; including the Alex Rodriguez disciplinary appeal under MLB's Joint Drug Policy and the Jonathan Martin NFL workplace harassment case. Benjamin represented Heisman Trophy winner Jameis Winston, in his Title IX case involving Florida State University.

Benjamin is on the faculty of St. John's School of Law as part of its International and Comparative Sports Law program, serving as a professor of Sports law for LL.M students. Benjamin also serves as an independent legal analyst on the Fox News Network, discussing legal issues relating to high profile cases.



Travis Douglas, *Resolving the Conflict Between Title IX and Clery Act Timely Warnings*

Position: AVP for Residential Learning & Inclusion Programs, Rowan University

Travis Douglas currently serves as Assistant Vice President for Residential Learning and Inclusion Programs at Rowan University. Travis is also currently a doctoral student in Strategic Leadership at Thomas Jefferson University and the recipient of a 2018 Arlen Specter Center Research Fellowship. Travis's research is currently focused on the effects of Clery Act timely warnings. Travis earned a B.A in Political Science from Sonoma State University and a M.Ed. in College Student Affairs Administration from the University of Georgia.

At Rowan, Travis serves as a deputy Title IX coordinator and he supervises two departments, serving as the Chief Housing Officer of the 6,358 bed housing portfolio and also overseeing the management of the Office of Social Justice, Inclusion and Conflict Resolution, which Travis helped to create in 2015. That office houses the campus Women's, LGBTQ+, Multicultural, and Spiritual Exploration Centers as well as mentoring programs.

Through his undergraduate experiences, Travis found he had a passion for work with students and the meaningful impact that student affairs staff have on supporting student success and delivering co-curricular programs that promote student's understanding of diversity and social justice issues. Prior to

his work at Rowan University, Travis held positions in housing and residential education at the University of California, Santa Barbara and Santa Cruz.



Patricia Hamill, Esq., *How to Avoid a Title IX Lawsuit*

Position: Partner at Conrad O'Brien PC

Patricia Hamill has extensive years of experience successfully representing clients spanning a breadth of matters, including complex commercial litigation, Title IX litigation, receiverships, insurance, securities, consumer class actions, government investigations, and E-rate compliance. Her clients are in a wide range of industries, including technology, insurance, and securities. Patricia is uniquely adept at transforming worst-case scenarios into successful resolutions. She possesses the wisdom and keen intuition one would expect of a litigator with her decades of experience. Patricia has been successful in taking action against universities in cases involving wrongful accusations of sexual assault, unfair, biased, and discriminatory disciplinary process (*Doe v. Trustees of the University of Pennsylvania*). She has brought litigation in federal court against universities to ensure due process (*Doe v. Brandeis University*). Patricia earned her juris doctor degree from the University of Maryland Law School. She is the Former Chair of the Philadelphia Bar Association, Business Law Section, Business Litigation Committee. She has been invited frequently to discuss lessons learned and best practices gleaned from Title IX respondent litigation.



Lorie Dakessian, Esq., *How to Avoid a Title IX Lawsuit*

Position: Partner at Conrad O'Brien PC

Lorie represents clients in several practice areas, including complex commercial litigation, white collar and internal investigations, student and educator misconduct cases, and data privacy matters. She is a Certified Information Privacy Professional (CIPP/US), the global standard for privacy certification. Prior to joining Conrad O'Brien, Lorie served for six years in the Philadelphia District Attorney's Office, managing all aspects of large and complex appellate cases. In addition to her state and federal trial court practice, Lorie has argued before each of the state appellate courts in Pennsylvania. She represents students and professors throughout the country who are subject to university disciplinary proceedings or appeals for any alleged Title IX or code of conduct violations. Lorie received her juris doctor degree from Boston College Law School. She has presented across the country, most recently at the Education Law Association 63rd Annual Conference in San Diego, CA, where she presented "From Sandusky to Solebury: Lessons from Pennsylvania on Educator Misconduct."



**Kristie Damell, Ed.D., *Changing a Campus Climate by Speaking Up!*
*A Collaborative Bystander Intervention Approach***

**Position: Associate Dean of Students and Title IX Coordinator,
Stevens Institute of Technology**

Kristie Damell, Ed.D., is the Associate Dean of Students and Title IX Coordinator at Stevens Institute of Technology in Hoboken, NJ. In her role, she oversees the Office of Undergraduate Student Life, the Lore-El Center for Women's Leadership, Orientation, and Title IX, including prevention education and case management. She is the co-founder of NJ Title IX Administrators, a professional network that provides opportunities for shared education as well as a support system for Title IX administrators. She has presented at several regional and national conferences including NASPA, NASPA Region II, ACUHO-I, and the annual NYU Student Affairs Professionals conference. Kristie is the proud mom to two young children and enjoys moonlighting as a singer in a wedding band.



**Melissa Zarin, Ph.D., *Changing a Campus Climate by Speaking Up!*
*A Collaborative Bystander Intervention Approach***

**Position: Assistant Director/Coordinator of Prevention and
Outreach, Stevens Institute of Technology**

Dr. Melissa Shuman Zarin is the Assistant Director of Counseling and Psychological Services (CAPS) at Stevens Institute of Technology (SIT). She supervises CAPS Peer Education program and faculty advisor to the new Active Minds Chapter at SIT. She is a co-developer of the SPEAK-up program and regular facilitator of the training. In her five years at Stevens she has worked on several school initiatives, including as a SAFE Zone Facilitator and Trainer for the student facilitators. Further, she provides mental health workshops to student groups, Greek life, Resident advisors and Faculty on a variety of mental health topics. In addition to her outreach work at Stevens, she provides individual counseling to students and supervises pre-doctoral and post-doctoral interns training in the center. In June 2017, Dr. Zarin was the first recipient of the New Jersey College Counseling Association Professional Recognition Award. Dr. Zarin is also a mother to two teenage daughters and her son who is a freshman at NYU. In her spare time, she manages her daughter's soccer team, is an active board member and the youth committee chair in her Synagogue.



Stacey Rose, “Fun”datory Title IX Programs While Still Meeting Mandates

Position: Assistant Director for Student Rights and Responsibilities, Stockton University

Stacey Rose completed a B.S. in Business Administration at Drexel University continuing her education with Bowling Green State University earning an M.A. in College Student Personnel. Stacey also holds a certificate in Sexuality Education from the University of Michigan. She currently serves as the Assistant Director for Student Rights and Responsibilities at Stockton University where she takes part in providing many resources to students, faculty, and staff to address concerns relating to discrimination on the basis of sex, which includes sexual misconduct.



Ryan Rost, A Community Approach to Sexual Violence: Villanova’s Sexual Assault Resource Coordinator (SARC) Team

Position: Title IX Coordinator, Villanova University

Ryan Rost received her Bachelor’s and Master’s degrees from Villanova during which time she also played Varsity Women’s Lacrosse. Ryan went on to work in the Athletics Department for six and a half years before assuming the role of Assistant Dean of Students in 2003. During her time as Assistant Dean of Students, Ryan managed all disciplinary cases while establishing policies, procedures and trainings consistent with federal and state guidelines and Villanova’s mission. In October 2015, Ryan was named the University’s first full-time Title IX Coordinator and is responsible for the coordination and implementation of the University’s Title IX compliance efforts. She works closely with numerous on-campus constituents to educate the community on Title IX and the University’s on-going sexual violence prevention and response initiatives.



Kathy Byrnes, J.D., A Community Approach to Sexual Violence: Villanova’s Sexual Assault Resource Coordinator (SARC) Team

Position: Associate Vice President for Student Life, Villanova University

Kathy has served as Associate Vice President for Student Life at Villanova University for over 15 years. She has also served as the sexual harassment complaint officer at Villanova since 1993, and as a Deputy Title IX Coordinator since 2011. She has been an integral part of policy development at Villanova for more than 2 decades. In

addition, Kathy oversees several areas of Student Life and currently serves as the Board Chair of the professional organization, the Association of Student Affairs at Catholic Colleges and Universities.



Kaleigh Sosa, *Being Proactive with Title IX*

Position: Title IX Training Coordinator, Rutgers University

Kaleigh Sosa is the Title IX Training Coordinator in the Office of Student Affairs Compliance & Title IX at Rutgers University-New Brunswick. As the Training Coordinator, she is responsible for training, education, and outreach on Federal and state laws and regulations and University policies related to sexual harassment, sexual violence, relationship violence, and stalking.

Prior to joining the Office of Student Affairs Compliance and Title IX in October 2017, Kaleigh worked at the University of New Hampshire in a hall director position while also serving as a Title IX investigator. Kaleigh received her M.A. in Education from Rutgers University and her B.A. in Psychology and Women, Gender, & Sexuality from Gettysburg College.



Jackie Moran, J.D., *Being Proactive with Title IX*

Position: Director of Compliance for Student Affairs and Title IX Coordinator, Rutgers University

Jackie Moran is the Director of Compliance for Student Affairs at Rutgers University—New Brunswick, and also serves as the Title IX Coordinator and ADA Coordinator for students. As the Title IX Coordinator, Jackie oversees investigation of all reports of sexual violence, stalking and relationship violence involving Rutgers students, as well as training.

Prior to joining Rutgers in September 2013, Jackie was a senior staff attorney at the New York office of the U.S. Department of Education, Office for Civil Rights (OCR). Jackie received her J.D. from Boston College Law School, and her B.A. in English and Criminal Justice from The George Washington University.



Sarah Harebo, J.D., *Collaborating with your Local Sexual & Domestic/Dating Violence Program*

Position: Director for Equal Opportunity, University of Maine System

Sarah Harebo is the Director of Equal Opportunity for the seven campuses of the University of Maine System. She is responsible for the administration and oversight of equal employment opportunity, Title IX, ADA/504, and Affirmative Action compliance. Previously, she served as the Title IX Coordinator and Institutional Equity Officer at Smith College in Northampton, Massachusetts. Prior to her work in higher education, she worked as a staff attorney at the Pennsylvania Coalition Against Domestic Violence and at the YWCA Domestic Violence Legal Center in Harrisburg, Pennsylvania. Sarah is originally from Wisconsin and completed her undergraduate work at the University of Wisconsin – Madison and her juris doctor degree at the Pennsylvania State University – Dickinson School of Law. Sarah also holds a Master of Education in Higher Education Administration from Northeastern University. She is currently licensed to practice law in Pennsylvania, New Jersey, Massachusetts, and Wisconsin.



Rachel Haynes Pinsker, Esq., *Collaborating with your Local Sexual & Domestic/Dating Violence Program*

Position: Legal Services Manager, Pennsylvania Coalition Against Domestic Violence

Rachel Haynes Pinsker spent fifteen years providing direct civil legal assistance to victims of domestic violence. She is currently employed as the Legal Services Manager with the Pennsylvania Coalition Against Domestic Violence. PCADV is a private nonprofit organization working at the state and national levels to eliminate domestic violence, secure justice for victims, enhance safety for families and communities, and create lasting systems and social change. Prior to joining PCADV, she served as Deputy Director of the YWCA Legal Center in Harrisburg. She also practiced extensively in the counties of Philadelphia, Lancaster, and Dauphin on behalf of victims of domestic violence. Rachel began her legal career as a law clerk for the Honorable Leslie Gorbey, Court of Common Pleas, Lancaster County. She holds a J.D. from CUNY School of Law and a B.A. degree from Millersville University.



Maureen Holland Esq., *Responding to Allegations of Systemic Misconduct Against Faculty or Staff*

Position: Member, Cozen O'Connor's Institutional Response Group

Maureen's practice is focused on education law and civil rights investigations. Institutions frequently call upon Maureen to investigate reports of sexual assault, harassment, stalking, interpersonal violence, discrimination, and other forms of prohibited conduct. Maureen delivers training modules on Title IX-related federal compliance, best practices in conducting investigations, and the use of trauma-informed investigative methods.

Before joining Cozen O'Connor, Maureen worked for a boutique Philadelphia firm. Prior to that, she served as acting assistant chief of the busiest trial unit in the Philadelphia District Attorney's Office. Maureen has tried more than 20 cases to jury verdict and hundreds of cases before judges. As acting assistant chief, she oversaw the prosecution of over 3,600 cases for crimes including attempted murder, drug trafficking, robbery, and fraud.

Maureen received her undergraduate degree, *cum laude*, from Villanova University and her juris doctor degree from the Temple University -James E. Beasley School of Law.



Devon Turner Riley, Esq., *Responding to Allegations of Systemic Misconduct Against Faculty or Staff*

Hidden Child Abuse: Lessons Learned from High Profile Investigations

Position: Member, Cozen O'Connor's Institutional Response Group

A former family violence, sexual assault and child abuse prosecutor, Devon brings substantial experience conducting investigations on behalf of educational institutions involving sexual assault, intimate partner violence, stalking, and sexual and gender-based harassment in both K-12 and higher education institutions, pursuant to Title IX, the Clery Act and other state and federal regulations. She also chairs sexual misconduct hearing boards responsible for adjudicating and sanctioning Title IX violations on many campuses and has helped numerous colleges and universities develop or update related student conduct policies.

As a member of the Institutional Response Group, Devon conducts Title IX related investigations into sexual and gender-based harassment and interpersonal violence; counsels K-12 and higher education and medical institutions conducting internal Title IX investigations and adjudications; and helps institutions audit existing policies and meet Title IX, Clery and other regulatory compliance measures.

Devon received her juris doctor degree from Duquesne University School of Law and her LLM degree from Temple University -James E. Beasley School of Law.



Candy Young, Title IX Awareness, Preparedness and Prevention

Position: Director of Title IX, Delaware State University

Candy Young is the Director of Title IX at Delaware State University, in the Office of Student Affairs where she promotes policy and procedures that govern the Title IX component. She created the training, awareness, and education of Title IX for the campus community. While serving as a leadership member of the Student Affairs team Candy also serves on the Diversity and Inclusion Awareness Committee for DSU.

While in athletics, Candy served as the Athletics Director, Senior Associate AD, and SWA (Senior Woman Administrator), responsible for Gender Equity, Inclusion, and Title IX. She created a “Boys and Girls All Sports Camp” from ages 6-12 years of age where children of all backgrounds can learn the attributes of sports and life skills. She later created the “Delaware Diamond Extravaganza”, a program that honors excellence in which diversity and inclusion is celebrated while generating revenue for DSU Women’s Sports teams.

Candy has served as a USATF Executive Board Member, USATF Women’s Committee Member, which selects Olympic coaches to ensure women of color are represented in coaching selections. She was Chairperson of the MEAC Women of the Year Committee. Her honors include Sports Illustrated Top 100 Athletes of the Year (1979), 1980 Olympian, Former World Record holder, 4 Time NCAA Champion, USATF Champion, Minister, and a published author of “Holiness is Right.” Candy earned her undergraduate degree at Fairleigh Dickinson University, Teaneck NJ. She completed her Masters of Science degree in Sports Administration from DSU.



***Kelly Ann Bird, Esq., What has Changed in the Era of #MeToo?
How Higher Education Can Respond to the New National
Conversation***

Position: Director of Employment & Labor Law, Gibbons PC

Kelly Ann Bird counsels employers on employment and human resources issues, presents workplace training programs, conducts and assists in investigations, and litigates as necessary in these areas. Her clients range from small, family-owned businesses, hospitals, and higher education institutions to regional based companies with thousands of employees. She represents her clients in proceedings in federal and state courts, and state and federal

civil rights agencies, as well as arbitrations and mediations. Kelly assists her clients in developing, drafting, and implementing employment policies, procedures, handbooks, and contracts. She conducts training on a variety of topics, advises on workplace and Title IX investigations and responds to government agency charges, investigations and audits, including by the EEOC, state civil rights agencies, and the OFCCP. Kelly received her juris doctor degree from Seton Hall University School of Law.



Kristin Sostowski, Esq., What has Changed in the Era of #MeToo? How Higher Education Can Respond to the New National Conversation

Position: Director of Employment & Labor Law, Gibbons PC

Kristin Sostowski balances her practice between employment litigation and counseling, representing New Jersey and national employers. She is the Team Leader of the firm's Higher Education practice and handles a wide range of employment matters for colleges and universities.

Kristin advises employers regarding compliance with federal and state workplace laws, pre-litigation risk avoidance, and defense of workplace-related disputes. She represents companies and managers in employment litigation in state and federal courts and agencies, with an emphasis on discrimination, harassment, retaliation, whistleblower, and restrictive covenant matters. Kristin also provides employment law advice to in-house counsel and human resources professionals in a variety of industries, including higher education. She is a passionate advocate for women's issues, including the advancement of women in the legal profession. Kristin is the current Vice President of the National Association of Women Lawyers (NAWL), and is also a Trustee of the New Jersey Women Lawyers Association and is active in the Harvard Law School Women's Alliance. Kristin received her juris doctor degree from Harvard Law School.



Emily Ralph, J.D., Title IX Compliance: Strategies for the Small One-Person Office

Position: Title IX/EEO/AA Officer, Drew University

Emily Ralph serves as the Title IX/EEO/AA Officer at Drew University. Her focus is on educating the Drew community about EEO laws and university policies and Title IX related gender based discrimination issues in an effort to foster an understanding of and compliance with applicable federal and state laws as well as the University's Sexual Misconduct and Human Rights Policies. Prior to Drew, Emily served as the Deputy Title IX Coordinator at Morgan State University in Baltimore, Maryland where she was responsible for Title IX and EEO investigations, policy development, prevention and education. Prior to this, Emily served as Title IV-E Coordinator and Director of the Texas A&M Kingsville School of Social

Work training child abuse social workers in Texas and students entering the child welfare field. Emily earned her BA from Earlham College, and a dual degree (J.D./LMSW) from the University of Iowa and Drake Law School. Her background in human rights work includes investigations of child abuse, EEO and ADA complaints as well as research on electoral models and diversity/representation on school boards. She has focused on enhancing policies where the legal and social service delivery system converge, such as in child welfare, mediation, sexual assault, intimate-partner violence, sexual harassment, student conduct, and quality of life/wellness policies.



Sammie Booth, Title IX Compliance: Strategies for the Small One-Person Office

Position: Resident Assistant, Drew University

Sammie is a junior majoring in Economics at Drew University. She is from Montville, New Jersey and graduated from Montville Township High School. Sammie is also a Civic Scholar at Drew, completing one hundred community service hours a year. In addition, she has been a Resident Assistant for two years. Through her work as a Resident Assistant, she developed a passion for Title IX and preventing the incidence of Title IX on college campuses. In her free time, Sammie can be found exploring new yoga classes or trying new restaurants in Morristown, New Jersey.



Gina Maisto Smith, Esq., Hidden Child Abuse: Lessons Learned from High Profile Investigations

Position: Chair, Cozen O'Connor's Institutional Response Group

Gina Maisto Smith focuses her practice on the institutional response to sexual and gender-based harassment and violence, child abuse, and other forms of harassment, discrimination, and criminal conduct. Gina provides consulting, counseling, and legal advice on all aspects of the institutional response to misconduct. She assists institutions in designing effective institutional responses that integrate the complex federal and state regulatory framework with the unique dynamics of trauma and the impacts of interpersonal violence on individuals and communities.

Gina is frequently called upon to advise institutional clients including presidents, boards, senior leadership, and counsel on the complex intersections of trauma-informed, fair, and impartial processes with the intersecting legal landscape. She conducts training for K-12 administrators and multiple university constituencies, including Title IX coordinators, sexual assault response teams, judicial hearing boards, investigators, and members of the campus community. Gina received her juris doctor degree from Temple University -James E. Beasley School of Law.



Ethan Levine, Ph.D., *Supporting LGBTQ+ Survivors on Campus*

Position: LGBTQ+ Outreach Advocate, Services Empowering Rights of Victims (SERV)

Ethan Levine has been an antiviolence advocate for more than 10 years. Much of this work has focused on supporting survivors in lesbian, gay, bisexual, transgender, and queer (LGBTQ) communities. He recently joined the team at Services Empowering Rights of Victims as an LGBTQ+ Outreach Advocate. In this role, he provides advocacy for LGBTQ+ survivors in Southern New Jersey, and works with local agencies to build inclusive and affirming policies and services. In 2018, he earned a Ph.D. in sociology from Temple University. His research has focused predominantly on legal, scientific, and other institutional responses to sexual violence. He continues to conduct independent and collaborative research on interpersonal violence and social inequality.



Molly Sapia, MA, *Supporting LGBTQ+ Survivors on Campus*

Position: Ph.D. Student, Temple University

Molly Sapia is a Sociology PhD student at Temple University who has been working against campus sexual violence for nearly a decade. While an undergraduate at Villanova University, she founded their first campus sexual assault awareness organization and coordinated many activism events on campus. She then worked for Campus Outreach Services, performing in date rape awareness presentations for large undergraduate audiences around the country and organizing sexual misconduct conferences for university administrators. She earned her M.A. in Sociology from Temple in 2017. Now as a PhD student, she specializes in gender and sexuality, legal sociology, and quantitative methods. Her dissertation focuses on social and organizational understandings of both Title IX and the Clery Act, looking at how universities, the federal government, and the court system have understood what compliance means over time. She is particularly focused on the role of the Title IX Coordinator in university adoption of Title IX and Clery, as well as how a change in federal administrations can affect social meanings of compliance. She has taught both Sex and Society and Gender in America, as well as lab sections for various statistics and data analysis courses.



Kathleen A. Colgan Vodzak, Esq., *Forensic Interviewing and Conducting Trauma-Informed Investigations*

Position: Deputy Title IX Coordinator & Office of Equality and Diversity Compliance Specialist at Drexel University

Kathleen Colgan is a Deputy Title IX Coordinator and Office of Equality and Diversity Compliance Specialist at Drexel University. As a Deputy Title IX Coordinator, she provides information and resources to the Drexel Community, consisting of more than 25,000 students and 10,000 employees. As a Compliance Specialist, Kathleen enforces Drexel's policies and also acts as an investigator, conducting fair and thorough investigations of reports and complaints of sexual or gender-based harassment, discrimination, and sexual misconduct. Prior to joining Drexel University, Kathleen served as an Assistant District Attorney at the Montgomery County District Attorney's Office for six years. Assigned to the Sex Crimes Unit, Kathleen investigated and prosecuted cases of child abuse and neglect, rape, sexual violence, intimate partner violence, and internet crimes against children. Over the course of her tenure in the DA's Office, Kathleen tried approximately forty cases before juries and judges and prosecuted all types of criminal cases, including aggravated assaults, felony drug cases, rape and sexual assaults, burglaries, cases of child pornography, and homicides, including a homicide involving intimate partner violence. Kathleen was assigned the investigation of Montgomery County's first ever charged case of Human Trafficking, involving the sex trafficking and involuntary servitude of a minor. Kathleen earned her law degree from Villanova University School of Law. Kathleen is active in the Montgomery Bar Association and was selected to the 2016 Leadership Academy of the MBA.



Maggie Sweeney, MSW, LSW, *Forensic Interviewing and Conducting Trauma-Informed Investigations*

Position: Program Manager, Mission Kids Child Advocacy Center of Montgomery County, PA

Maggie Sweeney is the Program Manager and Forensic Interviewer at Mission Kids Child Advocacy Center of Montgomery County, PA. Maggie works as part of a multi-disciplinary team, using the team approach to child abuse investigations within Montgomery County. Maggie has received extensive training in child abuse, interviewing techniques, facilitation training and utilizing a trauma-informed approach. She has conducted nearly 1,500 forensic interviews over the past 7 years utilizing one of the nationally recognized protocols, National Children's Advocacy Center (NCAC) protocol, for forensic interviewing of children. Maggie has also received training from the FBI and Homeland Security in utilizing the forensic interview model with victims of sexual assault or human trafficking. In addition to interviewing, Maggie trains and supervises all of the Forensic Interviewers at Mission Kids, as well as manages the program staff. Maggie received her undergraduate degree in Social Work from West Chester University and her master's degree in Social Work from Widener University. Maggie is also a Licensed Social Worker in the State of Pennsylvania.

