We are Title IX: My Role - Our Responsibility

Living / Inclusive / Community
usf.edu/ixconference

January 25-26, 2018

The Office of Diversity, Inclusion & Equal Opportunity
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Peter Lake is professor of law, Charles A. Dana chair and director of the Center for Excellence in Higher Education Law and Policy at Stetson University College of Law. In 2015, he served as the Interim Director of Title IX Compliance at Stetson University. Professor Lake teaches and writes in the areas of torts, higher education law and policy, insurance, and jurisprudence, and has won several awards for his teaching and scholarship. He is an internationally-recognized expert on higher education law and policy and has been quoted or referred to in the New York Times, Wall Street Journal, USA Today, Chicago Sun Times, The Chronicle of Higher Education, Time, Newsweek, Cosmopolitan, various reported legal decisions including the supreme courts of Virginia and Florida, and the most recent Restatement of the Law of Torts. He has appeared on several major media networks including NPR, ABC and CNN. Professor Lake has authored numerous law review articles, books, and other publications, including a new Primer on Title IX. Professor Lake is a highly sought after speaker and he has served as a presenter or keynote speaker at several hundred international, national, regional, and local meetings. He has trained thousands of campus personnel on many student safety issues, including Title IX and his Four Corners of Title IX Regulatory Compliance framework. Professor Lake is a graduate of Harvard College and Harvard Law School.

Debbie Osgood is a nationally recognized expert on the civil rights laws and regulations that govern institutions of higher education. She is a partner in the Education Practice Group at Hogan Marren Babbo & Rose, Ltd. She joined the law firm in March 2016 after 25 years of working at the U.S. Department of Education, Office for Civil Rights (OCR). Ms. Osgood served as National OCR Enforcement Director in the agency’s Washington, D.C. headquarters offices and previously served as the Director and Chief Attorney of the regional OCR office in Chicago, working on many high profile Title IX cases and providing national Title IX training to OCR staff and managers. In private practice, her particular area of expertise is Title IX sex discrimination, including sexual violence, sexual harassment and transgender student issues. Ms. Osgood currently advises colleges and universities across the country on how to comply with OCR’s Title IX guidance as well as the other civil rights laws enforced by OCR and other regulatory entities. She also works with schools on issues relating to education law and policy, regulatory compliance and reform, accreditation, corporate transactions, endowments and gift policies and procedures, and administrative law. Ms. Osgood has a unique insider’s perspective on how to work effectively with the federal government and how changes in administration have affected federal civil rights enforcement of the laws affecting colleges and universities. She is a graduate of the University of Michigan Law School and Brown University.
SHATTERING THE GLASS CEILING
TRIALS, TRIBULATIONS, AND TRIUMPHS

FEATURED LUNCH SESSION

JANUARY 25, 2018

Featured Lunch Panel:
SUCCESSFUL WOMEN CELEBRATE 45 YEARS OF TITLE IX AND DISCUSS THEIR ROAD TO SUCCESS, INCLUDING ITS MANY TRIALS, TRIBULATIONS, AND TRIUMPHS.

MODERATOR:
DR. SUSAN GORE

DIVISION CHIEF
DIGNA ABELLO

CHIEF JANE
CASTOR (RETIRED)

DR. VIRGINIA
COOK TICKLES

LISA
SCHALK
FOUNDER & CO OWNER

BRIDGET JENKINS
WILSON
PRESIDENT

JANUARY 26, 2018

FEATURED LUNCH SESSION

While a sophomore at the University of Connecticut (UConn), Kylie was raped and sexually assaulted by “friends.” As part of her healing process, she became determined to make a change and to share her story. After graduating as a Registered Nurse from UConn in May 2013, Kylie and four other women, represented by attorney Gloria Allred, filed a federal and civil Title IX lawsuit against UConn through the Office for Civil Rights and US Department of Education. Kylie testified before the Connecticut state legislature to raise awareness about campus sexual assault. As a result, the legislature proposed a bill addressing the issue. Kylie’s work is featured in the compelling documentary “It Happened Here.” Her own case against UCONN was settled in July 2014. Kylie has spoken at Harvard Law School, Cornell University, the University of Memphis, West Texas A&M, Fordham University, the Global Women’s Institute at George Washington University, Wesleyan University, the University of South Florida, Buffalo State, and Ithaca College. She gave the keynote address at the Wisconsin Serving Victims of Crime Conference, was the featured speaker at the Annual Women’s Arts International SWANN Day, and was interviewed by Katie Couric. The Connecticut Women’s Education and Legal Fund and Young Women Rising have both recognized Kylie for her activism. Kylie is pursuing a Master of Social Work degree from Smith College. She is now a dedicated advocate for survivors of sexual violence.

KYLIE ANGELL
# CONFERENCE SCHEDULE

## STUDENT FOCUSED PROGRAMMING

<table>
<thead>
<tr>
<th>TIME:</th>
<th>PRESENTATION:</th>
<th>PRESENTER:</th>
<th>LOCATION:</th>
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<tbody>
<tr>
<td><strong>WEDNESDAY: JANUARY 24, 2018</strong></td>
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<tr>
<td>10:00 a.m. - 1:30 p.m.</td>
<td>Showcase of Community Resources: food, giveaways, information</td>
<td>USF System Offices in conjunction with Tampa Bay agencies</td>
<td>MSC Ampitheater</td>
</tr>
<tr>
<td>2:30 p.m. - 5:00 p.m.</td>
<td>&quot;Yeah, Maybe No&quot; Documentary on Consent and Coercion</td>
<td>Supported by: - USF Office of Victim Advocacy - Student Outreach Support - Office of Diversity Inclusion &amp; Equal Opportunity</td>
<td>MSC 3707</td>
</tr>
<tr>
<td><strong>THURSDAY: JANUARY 25, 2018</strong></td>
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<tr>
<td>8:30 a.m. - 10:00 a.m.</td>
<td>Welcome</td>
<td>Mr. Cecil Howard, J.D. Interim Vice President &amp; Chief Diversity Officer</td>
<td>MSC Oval Theater</td>
</tr>
<tr>
<td>10:15 a.m. - 11:45 a.m.</td>
<td>Keynote Address: Procedural Protection... the New Title IX Dialogue</td>
<td>Peter Lake, Esquire</td>
<td>MSC Oval Theater</td>
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<tr>
<td>10:15 a.m. - 11:45 a.m.</td>
<td>USF Title IX Process: Key Service Providers Talk about Process and Options</td>
<td>Key USF Service Providers</td>
<td>MSC 2707</td>
</tr>
<tr>
<td>12:00 p.m. - 1:45 p.m.</td>
<td>Lunch and Power Panel Shattering the Glass Ceiling: Trials, Tribulations and Triumphs</td>
<td>- Digna Abello, Division Chief Miami Beach Fire Department - Jane Castor, former Tampa Police Chief - Dr. Virginia Cook Tickle, NASA Engineer - Lisa Schalk, CEO of Toffee to Go - Bridget Jenkins Wilson, President of Cardinal Roofing</td>
<td>MSC Ballroom</td>
</tr>
<tr>
<td>1:45 p.m. - 3:00 p.m.</td>
<td>My Role in Culture Change</td>
<td>Aubrey Hall, M.A. Sunrise Domestic &amp; Sexual Violence Center</td>
<td>MSC 2707</td>
</tr>
<tr>
<td>3:15 p.m. - 5:00 p.m.</td>
<td>Safe Sisters: An Innovative Peer Program Changing Campus Life</td>
<td>- Erin Chisholm, B.A., USF Title IX Case Manager - Kelsey San Antonio, J.D., M.Ed. - Viancca Williams, M.Ed. Assistant Director Center for Student Involvement, Fraternity and Sorority Life</td>
<td>MSC 2707</td>
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# Conference Schedule

## Professional Focused Programming

### General Sessions

<table>
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<tr>
<th>Time</th>
<th>Presentation</th>
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<tr>
<td>8:30 a.m. - 10:00 a.m.</td>
<td>Welcome</td>
<td>Mr. Cecil Howard, J.D. Interim Associate VP &amp; Chief Diversity Officer</td>
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<td>Keynote Address: Procedural Protection... the New Title IX Dialogue</td>
<td>Peter Lake, Esquire</td>
<td>MSC Oval Theater</td>
</tr>
<tr>
<td>10:15 a.m. - 11:45 a.m.</td>
<td>USF Title IX Process: Key Service Providers Talk about Process and Options Moderator: Rachael Powers</td>
<td>Key USF Service Providers</td>
<td>MSC 2707</td>
</tr>
</tbody>
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### Featured Session

- Implementing the Four Corners of Title IX Regulatory Compliance on Your Campus *featuring a book signing*
  - Presenter: Peter Lake, Esquire
  - Location: MSC 2708

### Lunch and Power Panel

- Lunch and Power Panel Shattering the Glass Ceiling: Trials, Tribulations and Triumphs Celebrating 45 years of Title IX
  - Moderator: Dr. Susan Gore
  - Location: MSC Ballroom

### Advanced Sessions

<table>
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<tr>
<th>Time</th>
<th>Presentation</th>
<th>Presenter</th>
<th>Location</th>
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<tbody>
<tr>
<td>12:00 p.m. - 1:45 p.m.</td>
<td>The Ongoing Quest for Gender Equity in Collegiate Athletics</td>
<td>Jay Rosselló, J.D.</td>
<td>MSC 2708</td>
</tr>
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<td></td>
<td>My Role in Culture Change</td>
<td>Aubrey Hall</td>
<td>MSC 2707</td>
</tr>
<tr>
<td></td>
<td>Supporting Students of Color who Experience Sexual Violence on Campus: Does Identity Make a Difference?</td>
<td>Oriana Jimenez, MHR, MBA</td>
<td>MSC 2709</td>
</tr>
</tbody>
</table>
| 1:45 p.m. - 3:00 p.m. | Safe Sisters: An Innovative Peer Program Changing Campus Life               | - Erin Chisholm, USF Panhellenic Association Conduct & Integrity VP  
|          |                                                                             | - Kelsey San Antonio, J.D. M.Ed. USF System Title IX Investigator  
|          |                                                                             | - Vianca Williams, M.Ed. Assistant Director Center for Student Involvement, Fraternity and Sorority Life | MSC 2707          |
| 3:15 p.m. - 5:00 p.m. | Recent OCR Guidance and Its Impact on Universities                          | Debbie Osgood, Esquire                         | MSC 2708          |
|          | Stupid Question or Insensitive Answer? Disability Etiquette for the Investigator | Deborah McCarthy                              | MSC 2709          |
| 5:00 p.m. - 6:30 p.m. | “Yeah, Maybe No” Documentary on Consent and Coercion                        | Title IX Stakeholders                          | Oval Theater      |
|          | Presented by USF President’s Advisory Committees on Title IX & Issues of Sexual Orientation and Gender Identity |                                      |                   |
Jay Rossello is a partner at Hogan Marren Babbo & Rose, LTD. He previously served as General Counsel and Secretary for The InfiLaw System – a consortium of independent ABA-approved law schools. In that capacity, Mr. Rossello was responsible for the legal function and all legal matters at The InfiLaw Corporation, its subsidiaries and other affiliates, providing strategic legal and business advice in the areas of corporate and regulatory compliance, corporate governance, domestic and international corporate transactions, business development, corporate finance, capital fund-raising, litigation, contracts, human resources, intellectual property, real estate and enterprise risk management. Previously, Mr. Rossello held the position of Director of Legal Affairs & Enterprise Risk, Ethics and Compliance at the National Collegiate Athletic Association, working on a number of business, contractual and operational affairs, handling trademarks, copyrights and other intellectual property matters, assisting with employment and personnel issues, and providing general legal and compliance advice to NCAA officers and employees, its governing committees and other related entities. Mr. Rossello has also worked at a state institution of higher education, a publicly held company, a major law firm, and the United States Court of Appeals. Mr. Rossello has a Bachelor of Arts Degree from Yale University, a Juris Doctor Degree from Georgetown University Law Center, and a Master in Business Administration Degree from Suffolk University’s Sawyer School of Management.
Jane Castor was elected the first female president of a police academy class and 26 years later, she became the first woman to lead the Tampa Police Department. She holds a Bachelor’s of Science degree in Criminology from the University of Tampa and a Master’s of Public Administration from Troy State University. During her tenure as Police Chief, Jane redefined community policing in her hometown, reducing the crime rate over 70% with her innovative approach to fighting crime. This success captured attention of law enforcement and criminology scholars across the nation. Jane served on the board of the Major City Chiefs Association, was a member of Harvard’s prestigious Executive Session on Policing and Public Safety, and is a Police Foundation Fellow. She is a graduate of the prestigious FBI National Academy. Jane’s strong leadership style has always been balanced with efforts to help Tampa’s most disadvantaged children through innovative use of resources coupled with cutting edge programming, offering a safe environment for children to thrive and for parents to connect with social services. Her Young Adult Police Academy services at-risk kids on the verge of becoming involved in crime, exposing them to law enforcement as an ally and possible profession. She partnered with the Florida Holocaust Museum to develop a course on protecting people’s rights, in addition to working with a University of South Florida professor to ensure all Tampa Police officers attended training on recognizing and overcoming biases to establish fair and impartial policing practices. Today, Jane has a robust consulting business focused on improving law enforcement nationwide.

Digna Abello has been a member of the City of Miami Beach Fire Department since January 2005 and has risen through the ranks of the department. She currently serves as the first woman Division Chief where she oversees the Training Division. In this capacity, Abello oversees several in-service training sessions, a fire recruit class, ensuring further firefighter education and training are delivered yearly to the members of the MBFD. She is the first Hispanic woman in the history of the department to hold the rank of Division Chief. She has a Bachelor’s and is completing her Master’s, both in Emergency Management from Barry University. She also holds several certifications from the Federal Emergency Management Agency including a Fire Instructor, Fire Inspector and Paramedic certificate.

Erin Chisholm graduated in the fall 2017 from the University of South Florida with her B.A. in History and B.A. in Interdisciplinary Social Sciences with focusses in Political Science and Sociology. Erin will be attending graduate school in the fall of 2018 to earn her Master’s degree in Higher Education Administration/Student Affairs. Erin started the Safe Sisters program while serving in her former role as the Vice President of Conduct and Integrity for the Panhellenic Council. Erin is also an alumnæ member of Kappa Delta Sorority. She currently is the Title IX Case Manager at the University of South Florida and is a member of USF’s Title IX Conference Planning Committee.
In 2014, Aubrey Hall joined the Prevention Program at Sunrise of Pasco. After obtaining her Master’s degree in Women’s and Gender Studies from the University of South Florida, Aubrey sought out opportunities that would allow her to use her knowledge and dedication to eradicating inequality. As the Green Dot Coordinator at Sunrise of Pasco, Aubrey actively engages in leadership initiatives, training and development, as well as community engagement endeavors that strive to end violence and create safer communities in Pasco County.

Jonathan A. Helwink joined Hogan Marren Babbo & Rose, Ltd. as of Counsel in August 2017 and focuses his practice on higher education matters. Mr. Helwink is also a tenured professor at a college in Chicago, with extensive experience as both an educator and administrator. His scholarly research interests include academic freedom, faculty discipline, class and professor autonomy, reforming the community college’s mission and structure, and alternative student engagement models. He is a frequent speaker at faculty symposium and conferences for higher education administrators. His published works have appeared in the Illinois State Bar Association’s Education Law Newsletter and at the online magazine, The Federalist.

Cecil Howard is the Interim Chief Diversity Officer and Title IX Coordinator for the USF System, and the Chief Diversity Officer for USF St. Petersburg. Mr. Howard received a law degree from the Thurgood Marshall School of Law at Texas Southern University and a bachelor’s degree in Political Science from Florida State University. He is an Equal Employment Opportunity Commission certified investigator, and the former director of the City of Gainesville Office of Equal Opportunity. He previously served on the State of Florida Commission on Human Relations, and was the Executive Director of Social Equity at Shippensburg University of Pennsylvania.
Oriana Jiménez, serves as the chief Title IX officer at Rollins College. She has served the institution for over almost 12 years, as a Human Resources professional and currently as Director for the Office of Title IX. She also holds a standing position on the institutions’ Diversity Council and has been a member for 7 years, serving as Co-Chair from 2013-2015. As Co-chair, she managed the administration of the very first Student Campus Climate Survey on Diversity & Inclusion in 2014. In 2015, she managed the administration of the first Student Campus Climate Survey on Sexual Violence & Relationships and in 2016, the second iteration of that survey. She was also closely involved in the Faculty/Staff Campus Climate Survey on Diversity & Inclusion in the Spring of 2016.

Lisa Schalk, founder and co-owner of Toffee to Go, has grown her company from a secret family recipe to a thriving business. As a stay at home mom on a tight budget, Lisa began making toffee out of her kitchen and selling to family and friends. A longtime dream for Lisa came true in 2013 when Toffee to Go was chosen as one of Oprah’s Favorite Things in the December issue of O, The Oprah Magazine and later featured on Good Morning America! Toffee to Go also enjoyed favored status from the editors of “Fancy Food Magazine” and celebrity wedding and event planner, Colin Cowie. Toffee to Go is Lisa’s “sweet” story of success!

Deborah McCarthy is the Director of Students with Disabilities Services at the University of South Florida. She has spent her career supporting students. Previously, she was among the administration at the University of Texas at Austin, where she served as Disability Services Coordinator. Prior to that, she served as Academic Services Coordinator at Southwestern University in Georgetown, TX. She earned her MS in College Student Personnel at Miami University, Oxford, OH.

Kelsey San Antonio currently serves as the USF System Title IX Investigator. Prior to her position with USF, Kelsey served as an Attorney for the Guardian ad Litem Program. Kelsey received her Bachelor of Science Degree in Family, Youth, and Community Science from the University of Florida, her Masters of Education degree in Higher Education Administration from the University of South Florida, and her Juris Doctor Degree from Barry University School of Law. Kelsey holds current bar licenses in both Florida and Kentucky, is a certified county mediator, has completed Green Dot Active Bystander prevention training, and has received certifications in both ATIXA Title IX Coordinator and Civil Investigator Courses. Kelsey is a member of Kappa Phi Lambda Sorority, Inc. and served as Multicultural Greek Council President while at the University of Florida. Kelsey hopes that with the implementation of innovative programs, such as Safe Sisters, together, we can make USF and Tampa Bay a safer community.
PANELISTS & PRESENTERS

BRIDGET JENKINS WILSON

Bridget was born and raised in the Tampa area. She graduated from the University of South Florida in 2001 with a BA in Elementary Education. While working part time as a 3rd grade teacher and in her family’s roofing business during the summer, she earned her Florida State Roofing License. By 2004 Bridget had worked almost every job within the company and is now the president and one of the owners of Cardinal Roofing. She is a member of the FRSA, Greater Tampa Realtor Affiliates Business Partners, member of the Valrico FishHawk Chamber (president 2014 and 2015), The SouthShore Chamber and the Riverview Chamber of Commerce. Cardinal Roofing has won the USF Fast56 award two times. Bridget is married to USF Bull Brian Wilson (c/o ’99) and the mother to two children; Brooke, who is 11 years old, and Brogan, who is 7 years old. Bridget currently lives in Valrico, FL.

VIRGINIA COOK TICKLES

Dr. Virginia Cook Tickles is currently serving as a Cost Analysis Engineer in the Office of Strategic Analysis and Communications’ Engineering Cost Office at NASA Marshall Space Flight Center in Huntsville, AL. The Marshall Space Flight Center is one of NASA’s largest field installations, with nearly 6,000 on- and near-site civil service and contractor employees -- including those at NASA’s Michoud Assembly Facility in New Orleans -- and an annual budget of approximately $2.5 billion. Dr. Tickles began her work with NASA Marshall in 1989. She performed various types of engineering analysis and trade studies in the areas of Propulsion Systems, Engine Systems, Space Transportation Systems, and Operations before moving into the Engineering Cost Office. In 2008, Dr. Tickles was selected into the NASA Administrator’s Fellowship program where she served as a visiting professor at Tennessee State University in Nashville, Tenn., and at Jackson State University in Jackson, Miss. A proud native of New Orleans, La., and a mother of six, she has a keen interest in supporting women in STEM initiatives. Dr. Tickles is published in the area of Mentoring Women in STEM. She received a BS in Mechanical Engineering (Tuskegee University), an MS in Systems Engineering Management (Florida Institute of Technology), and a Ph.D. in Urban Higher Education (Jackson State University). Currently, as a call to service, Dr. Tickles serves as the Co-Chair of the Priming the Pipeline Project (a mentoring program for young black woman scholars) of the Sisters of the Academy (SOTA) Institute, an organization committed to the educational success of Black Women in the Academy.

VIANCACA WILLIAMS

Viancca Williams is an Assistant Director in the Center for Student Involvement & Fraternity/Sorority Life at the University of South Florida. Originally from Santurce, Puerto Rico, Viancca has lived in Tampa, Florida for almost 20 years. She earned her Bachelor of Arts degree in Psychology from The University of Tampa in 2003. After the undergraduate education, she worked for a non-profit organization in the Tampa area coordinating leadership and diversity programs and in the insurance industry. In 2008, she earned her Master of Education in College Student Affairs from the University of South Florida. Viancca is in the midst of writing her dissertation in hopes of acquiring her Ph.D. in Curriculum and Instruction focusing on Higher Education Administration by August 2018. She is an active volunteer of the Association of Fraternity/Sorority Advisors, the Association for Fraternal Leadership and Values, her sorority, Alpha Chi Omega, and several (inter)national headquarters.
SESSION DESCRIPTIONS

PETER LAKE

KEYNOTE: PROCEDURAL PROTECTIONS…THE NEW TITLE IX DIALOGUE
JAN 25, 9:00 – 10:00 AM
In September 2017, the U.S. Department of Education issued “interim” and “substantial” guidance on Title IX, with a focus on procedural protections. As we wait for the promised period of “notice and comment” to open regarding new regulations under Title IX, what should we expect? Are significant changes in procedural requirements on the horizon? Professor Peter Lake will discuss the new focus on “procedural protections” under Title IX by the Trump administration.

IMPLEMENTING THE FOUR CORNERS OF TITLE IX REGULATORY COMPLIANCE ON YOUR CAMPUS
JAN 25, 10:15 – 11:30 AM
Professor Peter Lake developed the Four Corners of Title IX Regulatory Compliance to provide a framework for campuses to implement a comprehensive Title IX response system. He has trained campuses throughout the country on this framework: some campuses, including the University of North Dakota, Bentley University, and Brigham Young University, have adopted this framework. How exactly is this framework being utilized? Professor Lake will discuss implementing this framework, as well as introduce participants to his new Primer on Title IX.

*BOOK SIGNING TO FOLLOW

ERIN CHISHOLM . KELSEY SAN ANTONIO . VIANCCA WILLIAMS

SAFE SISTERS: AN INNOVATIVE PEER PROGRAM CHANGING CAMPUS LIFE
JAN 25, 3:15 – 5:00 PM
One in five women are sexually assaulted on campus during their time in college. 96% of women who are assaulted do not report it. The mission of the new program called Safe Sisters is to provide a peer support system and resources to women who have experienced sexual assault or harassment. Our goal is to be there to listen, provide support, and inform women in a vulnerable state of available resources on campus and in the community. Safe Sisters is a peer-to-peer and non-record keeping group.

JAY ROSSELLÓ

FEATURED: THE ONGOING QUEST FOR GENDER EQUITY IN COLLEGIATE ATHLETICS
JAN 25, 1:45 – 3:00 PM
This session will introduce attendees to the National Collegiate Athletic Association (“NCAA”), and its history with, and efforts towards, gender equity in intercollegiate athletics. It will touch upon the organizational initiatives designed to bring about increased sports participation and greater resource parity along gender lines, and the results thereof over the course of Title IX’s existence. It will also examine recent Title IX guidance issued by the NCAA, and the impact it could have on its member institutions going forward. Attendees sharing of their own institutional experiences, concerns and best practices in this area is encouraged throughout the session.

AUBREY HALL

MY ROLE IN CULTURE CHANGE
JAN 25, 1:45 – 3:00 PM
This interactive presentation will equip attendees with information about bystander intervention and violence prevention through engaging activities and discussions. After acquiring the knowledge of how to identify acts of power-based personal violence, attendees will utilize new skill sets to diffuse, stop, and prevent violence from happening. Discussions of culture change and how they can be a catalyst for change on their campus will inspire everyone to do their part in creating a safe and welcoming campus. Whether you are a student, staff or faculty member, this session is meant for you. Because no one has to do everything, but everyone has to do something.

*BOOK SIGNING TO FOLLOW
**ORIANA JIMENEZ**

**SUPPORTING STUDENTS OF COLOR WHO EXPERIENCE SEXUAL VIOLENCE ON CAMPUS: DOES IDENTITY MAKE A DIFFERENCE?**

JAN 25, 1:45 – 3:00 PM

This session presents the reduction of sexual violence in a campus community, via the spirit and mission of Title IX, as everyone’s responsibility and an institutional imperative. The speaker discusses the rationale for approaching student care and support in cases of sexual violence from a trauma-informed, social-justice lens. Sexual violence within the context of privilege and power, and more specifically, the impact of sexual violence on students of color in the academy is explored. Ideas for how to best support and care for students of color who have experienced sexual violence, is discussed. The author also examines campus climate assessment and data-informed decision-making as primary approaches to culture change and critically important to the mission of reducing sexual and gender violence on campus.

**DEBORAH MCCARTHY**

**STUPID QUESTION OR INSENSITIVE ANSWER? DISABILITY ETIQUETTE FOR THE INVESTIGATOR**

JAN 25, 3:15 – 5:00 PM

Speak with a dedicated educator and you’ll often hear, “There are no stupid questions – only stupid answers.” What do we do when the manner in which an individual poses questions may interfere with due process? How do we respond when our investigative questions may cause insult? This presentation will explore disability etiquette in general and specifically in relation to those with spectrum or social disabilities.

**DEBBIE OSGOOD**

**RECENT OCR GUIDANCE AND ITS IMPACT ON UNIVERSITIES**

JAN 25, 3:15 – 5:00 PM

Over the past year, the ground beneath the Title IX landscape has seen some major tremors. The Trump administration has made some expected, and some not-so-expected, changes to the rules relating to how colleges and universities handle sexual violence on their campuses. At the forefront of these changes is the Department of Education’s Office for Civil Rights (OCR). This presentation will focus on the last year of OCR policy guidance and case resolution, especially pre- and post- OCR’s September 2017 Interim Guidance: Q&A on Campus Sexual Misconduct. We will discuss the rules that are in place now, share some lessons learned from recent OCR case resolutions, and provide insight on what to expect from the upcoming rulemaking and from OCR going forward.

**KEYNOTE: THE ROAD NEXT TRAVELED: POLITICS, POLICY, AND PRO-ACTION**

JAN 26, 9:00 – 10:30 AM

No matter what specific changes happen in the coming year, the obligation of colleges and universities to address sexual violence is not going away. The question, of course, is “where” is the road going to take us next? This presentation is informed by the past, but looks towards the future of Title IX guidance, compliance, and enforcement. The keynote address will inform you on how to best position your institution for compliance, avoid costly litigation, and create policies and procedures that match your institutional commitments.

**DEBBIE OSGOOD . JONATHAN HELWINK**

**POLICY & PROCEDURE DO’S AND DON’TS**

JAN 26, 10:45 – 12:15 PM

The lifeblood of a college or university’s Title IX compliance and culture is its written policy and procedure. Creating meaningful, effective, and helpful policies and procedures can be a daunting task for any institution, big or small. This presentation will help guide you through the elements that every policy and procedure should contain, how to structure those elements, and what our experiences tells us about best practices.

**PUTTING IT INTO PRACTICE: WHY AND WHY NOT?**

JAN 26, 1:45 – 3:30 PM

While every institution needs an effective policy and procedure, even the best written policy and procedure would mean little without proper implementation. This interactive session will start with a hypothetical investigation, drawing on our experiences working with institutions, to tease out the do’s, don’ts, and “maybe don’ts.” Topics discussed will include interviewing best practices, internal procedures, timelines, and due process protections.
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STUDENT HEALTH SERVICES
PANHELLENIC ASSOCIATION
COLLEGE OF PUBLIC HEALTH
OFFICE OF GRADUATE STUDIES
CENTER FOR VICTIM ADVOCACY
PRESIDENT’S ADVISORY COMMITTEE ON TITLE IX
PRESIDENT’S ADVISORY COMMITTEE ON ISSUES OF SEXUAL ORIENTATION & GENDER IDENTITY

AND CAMPUS PARTNERS
USF HEALTH
USF ST. PETERSBURG
USF SARASOTA-MANATEE

USF SYSTEM OFFICE OF
DIVERSITY, INCLUSION, & EQUAL OPPORTUNITY
SPECIAL THANKS

BUSINESS & COMMUNITY PARTNERS

- IMPRESS ink
- DeBartolo Family Foundation
- Jimmy John's Sandwiches
- ARAMARK
- KIND
- Crisis Center of Tampa Bay
- Pro-Copy Open 24 Hours
A SPECIAL THANK YOU TO
DEBBIE OSGOOD, JAY ROSELLÒ & JONATHAN HELWINK
OF HOGAN MARREN BABBO & ROSE, LTD.
FOR THE DEDICATION OF THEIR TIME
AND EXPERTISE.

A SPECIAL THANK YOU TO
LISA SCHALK
FOUNDER & CO-OWNER OF TOFFEE TO GO
FOR HER GENEROUS DONATION
OF TOFFEE FOR OUR ATTENDEES.
As the Committee Chair, I extend many thanks to the members of the 2017 USF System Title IX Conference Committee for the numerous hours spent, the creative genius to find the path to accomplish much with little, and for continued dedication to this education and ongoing prevention program. Our thanks to all who revised their schedules to allow this event to occur, despite the weather. Our gratitude to all who sponsored this event and to all attendees, whose dedication and hard work make the difference on campus and in our global community every day.

CRYSTAL C. COOMBES
USF SYSTEM SENIOR DEPUTY TITLE IX COORDINATOR & INTERIM ADA COORDINATOR

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