



# Title IX Panel

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2019 Risk & Compliance Conference





## Introductions

- Audrey Dupont, University Counsel, UAB
- Elizabeth Hamrick, University Counsel, UAH
- Robin Jones, University Counsel, UA



Question 1: Robin Jones

The US Department of Education has begun a formal rule-making process on Title IX.

What do you expect from this?

When will it end?



Question 2: Elizabeth Hamrick

What advice do you have for Title IX staff and the University, as we await new regulations?

How can we prepare for these changes?



Question 3: Audrey Dupont

How will the national conversation change next?



Question 4: Robin Jones

Mandatory training has been a large part of the Title IX conversation. Currently, each of our campuses is:

- Training all students before they get to campus
- Training new and current employees
- Providing lots of additional training

Do you see any changes to training on the horizon?

Are there other audiences who need to hear training?



Question 5: Elizabeth Hamrick

National stats tell us Title IX lawsuits are split ~50/50:

½ are filed by alleged victims, often claiming the University failed to properly investigate, or failed to provide services

½ are filed by the accused, often claiming the University violated due process rights.

Is this a “no win” situation for universities?



Question 6: Audrey Dupont

Many scandals have involved physicians:

- Dr. Larry Nassar at MSU
- The gynecologist at USC student health
- Team doctor for Ohio State wrestling

What do you make of that, and how is the medical side dealing with Title IX?





*Question 6: Audrey Dupont, cont'd*

<https://www.youtube.com/watch?v=TiYChjZTthw>



Question 7: Robin Jones

At least two of the scandals that Audrey discussed - not to mention Penn State and Baylor - have also involved athletics.

What do you make of that?

How are athletic departments dealing with Title IX?



Question 8: Elizabeth Hamrick & Audrey Dupont

Even with these ongoing discussions . . .

Do you see an area of Title IX that needs additional focus?

What needs the most focus?



# Questions?





# University of Alabama System

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