Title IX Panel

2019 Risk & Compliance Conference
Introductions

- Audrey Dupont, University Counsel, UAB
- Elizabeth Hamrick, University Counsel, UAH
- Robin Jones, University Counsel, UA
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?
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 2: Elizabeth Hamrick*
Question 3: Audrey Dupont

How will the national conversation change next?
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?
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
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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