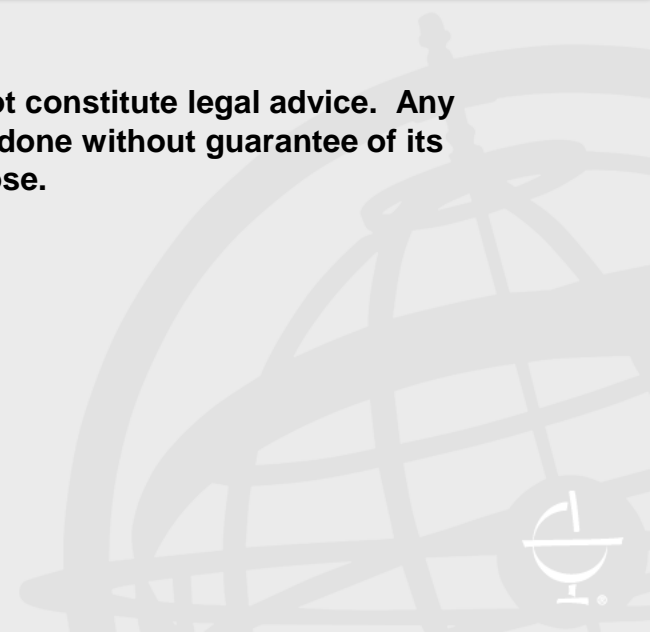


# FROM HILL AND TAILHOOK TO HOLLYWOOD AND SILICON VALLEY: UPDATE ON WORKPLACE AND ACADEMIC SEXUAL HARASSMENT

Excelsior College

## Webinar: NOVEMBER 28, 2017

**This webinar is designed for informational purposes only, and does not constitute legal advice. Any action or inaction by the viewer based on the information provided is done without guarantee of its accuracy or suitability for a particular purpose.**



# AGENDA

**Welcome and Introductions: Michele Paludi**

**Ronald Dunn**

**Wendy Murphy**

**William Schweinle**

**Jennifer Martin**

**Renay Williams**

**Steven Wynne**

**Notes of Appreciation: Michele Paludi**

**Introduction: Michele Paludi**

**Update on Legal Issues in Workplace Sexual Harassment: Ronald Dunn**

**Update on Legal Issues in Academic Sexual Harassment: Wendy Murphy**

**Current Practices in Sexual Harassment Training: William Schweinle**

**“Metoo”: Jennifer Martin**

**Educational Best Practices: Renay Williams and Steven Wynne**

**General Summary**

**Discussion**

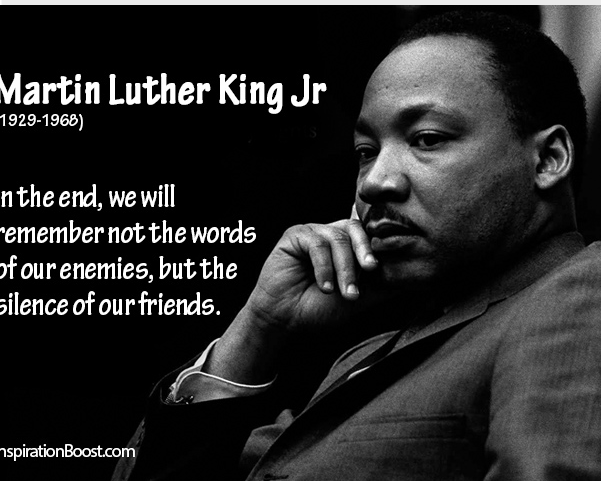
# WITH APPRECIATION

MICHELE PALUDI

**I would like to express my appreciation to my colleagues at Excelsior College:**

- **Dean LiFang Shih**
- **Associate Dean Scott Dolan**
- **Associate Dean Michael Johnson**
- **Communications Department**
- **Instructional Faculty in Human Resources and Leadership**
- **FAC and IAC Chairs: Gary Stroud and Jason VanBuren**
- **Officers of the SHRM Student Chapter**
  - **Kerry McCormick**
  - **Meghan Rosebeck**

# SILENCE



# Prof. Anita Hill in 1991 at the U.S. Senate Judiciary Confirmation Hearings



# QUOTATIONS BY PROF. HILL

**“But the issue of sexual harassment is not the end of it. There are other issues-political issues, gender issues-that people need to be educated about.”**

**“I resent the idea that people would blame the messenger for the message rather than looking at the content of the message itself.”**

**“When I think of what has happened in a larger sense beyond myself, then I would not change anything.”**

# TAILHOOK: PAULA COUGHLIN



# QUOTATIONS FROM PAULA COUGHLIN

**"My mother always said to me, 'Right makes might.' At last, I can believe her."**

**"It has to come out of the chain of command, because the chain of command has really become impotent. The chain of command is vested in protecting itself, and so often, the perpetrator of the assault is in the chain of command."**



# LESSONS LEARNED SINCE 1991

# MICHELE PALUDI

# POWER, not SEX

# VICTIM BLAMING RATHER THAN PERPETRATOR RESPONSIBILITY

## SILENCE: BYSTANDER NON-INTERVENTION

# UNSAFE REPORTING PROCEDURES: RETALIATION LIKELY

# INCIDENCE VS. REPORTING

## INTERNAL VS. EXTERNAL COPING STRATEGIES

# CONSENT

# DEINDIVIDUATION



# **LEGAL DEFINITION OF SEXUAL HARASSMENT**

**Submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment or academic standing.**

**Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual.**

**Such conduct has the purpose or effect of unreasonably interfering with an individual's work/learning or creating an intimidating, hostile or offensive work/learning environment.**



# BEHAVIORAL EXAMPLES

- Posters, Email, Cartoons, Pictures Displayed in the Work Area that Creates an Offensive and Intimidating Environment (e.g., sexually suggestive posters)**
- Implied or Expressed Threat of Reprisal for Refusal to Comply with a Sexual Request**
- Patting, Pinching, Brushing up Against Another's Body**
- Engaging in Threatening, Intimidating or Hostile Acts Towards an Individual Because that Individual Belongs to or is Associated with any Protected Categories**
- Actual Denial of a Job-Related Benefit for Refusal to Comply with Sexual Requests**



# INTERSECTIONALITY

**INCIDENCE HIGHER FOR CERTAIN GROUPS, e.g.:**

**WOMEN OF COLOR**

**WOMEN IN MALE-POPULATED CAREERS**

**ECONOMICALLY DISADVANTAGED**

**INDIVIDUALS**

**LGBTQ INDIVIDUALS**

**PHYSICALLY CHALLENGED INDIVIDUALS**



# RACIALIZED SEXUAL HARASSMENT

According to NiCole Buchanan:

“Harassment research has failed to systematically integrate the ways in which membership in multiple devalued social status groups impacts the harassment experience and subsequent health outcomes. Nevertheless, multiple social status dimensions (e.g., gender, race, age, social class) create unique experiences of victimization and contribute to educational/occupational, economic, and health disparities across diverse groups. Research shows that women of color not only experience high levels of both sexual and racial harassment, but they also report *racialized sexual harassment* -- harassment that combines racism and sexism simultaneously■”



# EXAMPLES OF IMPACT ON INDIVIDUALS

## **EDUCATION/WORK RELATED**

**CHANGE IN CAREER GOALS**

**ABSENTEEISM**

**DECREASED MORALE**

**DECREASED SATISFACTION WITH WORK**

## **PSYCHOLOGICAL/EMOTIONAL**

**FEAR**

**ANGER**

**ANXIETY**

**GUILT**

**SUICIDAL THOUGHTS**

**ATTEMPTED SUICIDE**

**FEAR OF CRIME IN GENERAL**

**POWERLESSNES**

## **PHYSIOLOGICAL/HEALTH-RELATED**

**DISORDERED EATING**

**GASTROINTESTINAL DISORDERS**

**NAUSEA**

**SLEEP DISTURBANCES**

**CHRONIC PAIN DISORDERS**

**GYNECOLOGICAL DISORDERS**

**HEADACHES**



# CREATING A MODEL PROCEDURE

RON DUNN

- **A Well Designed Written Procedure Published In Advance is Crucial**
  - Creating a procedure after an event occurs invariably leads to criticism that the policy is tilted in favor of one party
  - The best procedures are created by a collaborative approach involving all stakeholders weighing in without the preconceived bias a pending dispute engenders



# CREATING A MODEL PROCEDURE

- **A procedure created before an event minimizes the risk that well meaning but untrained people design a flawed process**
- **A written procedure forces everyone to follow the rules designed for fairness consistent with law**





# DUE PROCESS

- **Everyone's interests are served by a procedure that follows basic Due Process Procedures**
  - **Due Process provides a structure for critical examination**
  - **It protects the legitimate interests of the accuser and accused**
  - **It protects the Institution's need for a process that is both actually fair and perceived as such**



# ELEMENTS IN A MODEL PROCEDURE

It is very easy to lose sight of due process in the hyper-charged environment of sexual assault and sexual harassment. History has shown us that is a mistake.

At a minimum a complaint process should:

- require a sworn written complaint

- If there is an investigation the investigator should be minimally trained on how to take a statement and preserve evidence

- allow counsel for the accuser and accused

- include the right to a hearing before a penalty is imposed

  - that includes the requirement that the complaint be established by a preponderance of the evidence in a civil case

- include a strong anti-retaliation protection

# ELEMENTS IN A MODEL PROCEDURE

- **The right to confront witnesses is central to due process. That means there is a right to cross examine the witnesses**
- **You can't cross exam a piece of paper. That is why testimony should be required**
- **Trial lawyers learn how to examine witnesses. That is the value of Counsel**



# COMMON MISTAKES

**Some College campuses have put in policies that undercut the core principle of due process.**

**Some policies limit the right of the accused to confront witnesses with cross examination.**

**Others limit the accused's right to a lawyer.**

**Both come at a cost.**



# THE RIGHT TO CONFRONT WITNESSES

**Cross examination of witnesses is crucial to due process. Cross examination is called the “crucible of truth” because it exposes evidence to careful examination showing inconsistencies, credibility issues and alternative ways to look at facts.**

**That has been demonstrated over time as very important even though it proves uncomfortable for someone who makes a charge.**

**The right of the accused to a lawyer is an analog to this.**



# PROTECTING THE ACCUSER

**Both State and Federal Law have rules of evidence that strike a balance between allowing the accused to cross examine while still protecting the accuser from being “victimized a second time”. These evidence rules require for example a showing of relevance before a victim’s prior sexual history can be introduced.**



# PROTECTING THE ACCUSED

**Other rules allow for taking certain testimony in private settings where physical access between the accused and accuser is limited during the testimony**

**All of these rules are designed to maintain due process for the accused while protecting the accuser. It is a mistake to pay short shrift to this important balance.**



# TIPS FOR SUCCESS

- **In a unionized setting any process that imposes discipline must be negotiated first, IE Faculty Accused of Misconduct.**
- **In the Public Sector Government cannot deprive someone of a property right without due process. Employees have a property right to their job. Students have property rights to their status.**
- **Everyone has the right not to be defamed**
- **Federal and State Law prohibit retaliation for bringing a good faith complaint even if it is ultimately unsubstantiated.**





# Big Problems and Big Opportunities for Title IX Activism and Impact Litigation Under the New DeVos Rules

WENDY MURPHY

## FIRST THE TITLE IX BASICS



- The Title IX statute forbids sex/gender-based discrimination (including sex/gender-based assaults) in education.
- The Title IX regulation also forbids sex/gender-based discrimination in education, and more specifically forbids “separate” and/or “different” treatment, based on sex.
- Title IX is coextensive with Title VI, and Title IV



# MORE DEFINITIONS

- Sex discrimination includes “sexual harassment,” which is defined as “unwelcome” words or conduct of a sex/gender-based manner.
- Sexual assault is always a form of sexual harassment because it more than satisfies the definition of “sexual harassment,” but the incident must be assessed using civil rights standards, not criminal law standards, because sexual assault requires proof of “non-consent” or “affirmative consent,” which are more difficult to prove than “unwelcome.”
- Criminal law terms such as “sexual assault,” “dating abuse,” and “stalking” are more difficult to prove than “unwelcome” and “based on sex,” in part because they require proof of the offender’s specific intent to commit an offense, which is irrelevant under civil rights laws.



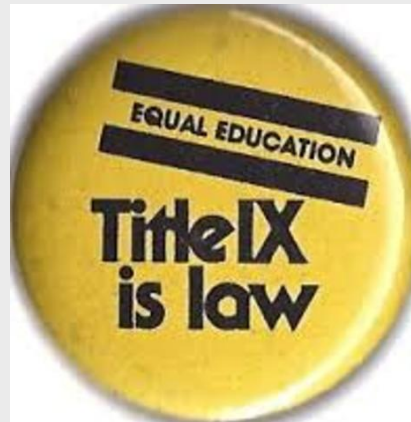
# TITLE IX REGULATION

**The Title IX regulation states that a school “shall not, on the basis of sex,” ... “treat one person differently from another in determining whether such person satisfies any requirement of condition for the provision of aid, benefit, or service; provide different aid benefits or services in a different manner; deny any person such aid benefit , or service.” 34 C.F.R. part 106.31(b)(1-7).**



# TITLE IX REGULATION

- The Title IX regulation states that a school “shall adopt and publish grievance procedures providing for prompt and equitable resolution of student and employee complaints alleging any action, which would be prohibited by Title IX.” 34 C.F.R. part 106.8(b).
- The Title IX regulation states that “a school shall not use or distribute a publication, which suggests by text or illustration that such school treats applicants, students or employees differently on the basis of sex.”



# The DeVos Rules

- **The DeVos Rules permit schools to treat civil rights harms differently on the basis of sex.**
- **The DeVos Rules permit schools to apply an inequitable “clear and convincing evidence” burden of proof. This standard is inequitable and more onerous than “preponderance of the evidence,” which is used in race and national origin cases. The DeVos Rules state that schools should use a standard of proof for sex-based civil rights harms that is the same as that which is used for non-civil rights student misconduct matters, such as vandalism.**



# DeVos Rules

- The DeVos Rules subject sex-based harms to separate and different treatment with regard to aids, benefits, and services
- The DeVos Rules subject sex-based harms to separate and different treatment with regard to “rules of behavior, sanctions, or other treatment.”
- The DeVos Rules “limit victims of sex-based harms in the enjoyment of their rights, privileges, advantages, and opportunities.”



# DeVos Rules

- The DeVos Rules state that schools “should” use criminal law definitions, such as sexual assault, rather than “unwelcome” and “based on sex.” The word “unwelcome” appears nowhere in the DeVos Rules. The term “sexual assault” appears nine times.
- The DeVos Rules state that the mandate of “equitable” treatment means that schools should provide offenders with the same rights as victims.
- The DeVos Rules incorporate the Campus SaVE Act, and state that the SaVE Act’s provisions will be used by OCR to evaluate a school’s compliance. The SaVE Act does not conform to civil rights standards, and a federal court in D.C. ruled in 2014 that SaVE can have “no effect” on Title IX.



# The Lawsuit's APA Allegations

- **The DeVos Rules violate the APA because:**
  - 1. They were issued in excess of DOE authority;**
  - 2. They were issued without compliance with notice and comment procedures;**
  - 3. They are arbitrary, capricious, an abuse of discretion, and violate the law (especially Title IX);**
  - 4. They are contrary to constitutional right, power, privilege, or immunity;**
  - 5. They are unwarranted by the facts.**





# The Lawsuit's Other Claims

- **First Amendment:** The willingness of victims to report sex-based civil rights harms is chilled by the issuance of the DeVos Rules. This chilling effect is a cognizable First Amendment injury.
- **Title IX:** The DOE is a federally funded entity that provides educational programming, thus is subject to Title IX and cannot discriminate based on sex.
- **Massachusetts equal rights and state constitutional (equal protection) claims,** which prohibit sex discrimination under strict scrutiny analysis, and guarantee females the “full and equal benefit of all laws and proceedings for the security of persons...”.



# So what can we do?

- Identify victims with pending OCR matters and/or lawsuits, and encourage them to file similar lawsuits.
- Ensure that all victims know the importance of insisting in writing that sex-based civil rights harms be redressed ONLY under civil rights laws (state and federal, including Title IX AND Title IV), and NOT under generic misconduct policies.
- Teach students the critical difference between non-consent and unwelcome, and make sure they NEVER accept the use of criminal law terms in the determination of Title IX matters.
- Encourage victims to call 911, and report in writing by email to ALL university officials (not just the Title IX coordinator) to ensure that a public and campus record is made of every incident, and to prevent invisibility/artificially low data.

[www.campusaccountability.org](http://www.campusaccountability.org)

# CURRENT PRACTICES IN SEXUAL HARASSMENT TRAINING

WILLIAM SCHWEINLE

## The problem

- Despite lots of training (and expenditure)
  - Bison-Rapp, 2001; Dolezalek, 2005
- And negative consequences for organizations and victims
  - Benson & Thomson, 1982; Charney & Russell, 1994; Collinsworth, Fitzgerald & Drasgow, 2009; Fitzgerald, Drasgow, Hulin, Gelfand & Magey, 1997; Gutek, 1985; Rederstorff, Buchanan, & Settles, 2007; Richman, Flaherty & Rospenda, 1996; Richman, Flaherty, Rospenda, & Christensen, 1992; Richman, Rospenda, Nawyn, Flaherty, Fendrich, Drum, & Johnson, 1999; Schneider, Swan, & Fitzgerald, 1997; Yagil, 2008; Yoon, Funk, & Kropf, 2010
- Yet, sexual harassment persists
  - Burda, 1996; EEOC, 2004; Gruber, 1997; Ilies et al., 2003; Liebenberg, 2014; Recent news...
- Why?
- Is it because we do not effectively prevent it?



# EFFECTIVE TRAINING STRATEGIES

- **There is little research into sexual harassment training efficacy**
  - **See Buchanan et al., 2014; Goldberg, 2011; Newman, Jackson & Baker, 2003; M. Paludi as cited in June, 2009; Perry, Kulik & Field, 2009**
- **There is evidence that video training improves attendees knowledge of sexual harassment definition(s)**
  - **Perry, 1998**
- **There is evidence that face-to-face training (incl. group discussion) improves attitudes**
  - **Wellbrock, 1999**



# BUT, BEHAVIOR

- Attitude-behavior compliance is tenuous at best, and
- There is little evidence that sexual harassment behavior is reduced by training
  - Perry et al., 2009

And there may be negative consequences

- Women may see other women as less nice
- Men may see women as less nice after training
- Traditional gender role beliefs may be strengthened
- These things may inhibit gender equality growth
  - (Tinkler, 2013)



# **Code of Ethics/Policy? (see Paludi & Paludi, 2003)**

- **Non-hostile work environment**
- **Anonymous, secure reporting mechanisms**
- **Quick, unbiased response**
- **Safe, courteous work environment**
- **No gender discrimination**
- **No preferential treatment**
- **Regular training sessions**
- **Sexual harassment specialists**
- **Security personnel**
- **Prevention ethos**



# Criminalization?

- **Egypt**
- **China**
- **Kenya**
- **Spain**
- **Brazil**



# Is Empathy Training Part of the Answer?

- There is evidence that empathy can be improved through behavior modelling and role play sexual harassment training methods
  - Perry et al., 2009; Zawadski et al., 2014
- Better empathy is associated with lowered sexual harassment proclivity in men
  - Bartling & Eisenman, 1993; Bingham & Burleson, 1996; Decer & Barling, 1998; Pryor, 1987
- Men who ogle women tend to discount their targets' feelings as irrelevant.



# Empathic Accuracy

- But, empathy and perspective taking may not result in accurate inferences
- Empathic Accuracy is the ability to accurately infer the content of another person's thoughts and feelings
  - See Ickes 1997, 2003
- Workplace communication might benefit and sexual harassment might decrease if coworkers improved empathic accuracy and could, thus, better understand one another's thoughts and feelings.



# More on Empathic Accuracy

- **Men who are deficient in empathic accuracy and biased to inaccurately attribute criticism or rejection to women are more likely to sexually harass**
  - **Schweinle et al., 2009**
- **This bias is shared by abusive husbands**
  - **Schweinle & Ickes, 2007**
- **Empathic accuracy can be improved through training**
  - **Ickes, Gesn & Graham, 2000; Ickes & Simpson, 2004; Marangoni, Ickes, Garcia & Teng, 1995**
- **Including attention training may help**
  - **Schweinle & Ickes, 2007; Schweinle, Cofer & Schatz, 2008**



# So, What Do We Know?

- It appears that there is little and mixed research on changes in the prevalence of sexual harassment behavior in the U.S. as a result of intervention, including training and legislation.
- Despite years of intervention and research, sexual harassment persists.
- Maybe learning to better understand one another is part of the solution.



# SEXUAL AND GENDER HARASSMENT GOES UNDERGROUND

JENNIFER MARTIN



Image retrieved from:

[https://www.google.com/search?q=sexual+harassment&client=firefox-b-1&source=lnms&tbm=isch&sa=X&ved=0ahUKEwjZuoTG393XAhUL2IMKHdNsAZMQ\\_AUIDCgD&biw=839&bih=434#imgsrc=L0CoVrAtGCkuEM](https://www.google.com/search?q=sexual+harassment&client=firefox-b-1&source=lnms&tbm=isch&sa=X&ved=0ahUKEwjZuoTG393XAhUL2IMKHdNsAZMQ_AUIDCgD&biw=839&bih=434#imgsrc=L0CoVrAtGCkuEM):

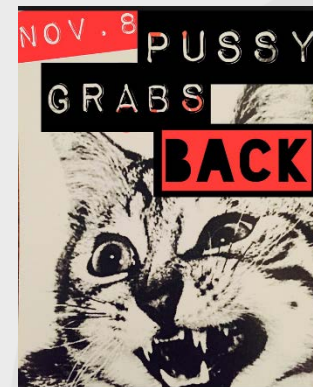
- Review
- Microaggressions
- Gaslighting
- Pre and post “45”

# Open Season?

**“... when you’re a star, they let you do it,” – Trump (2005)**

**Between November 8, and November 14, 2016, there were 437 reported incidents of intimidation “... targeting blacks and other people of color, Muslims, immigrants, the L.G.B.T. community, and women” (Okeowo, 2016, para. 1).**

Image retrieved from theguardian.com



# Open Season Update: “The Trump Effect”

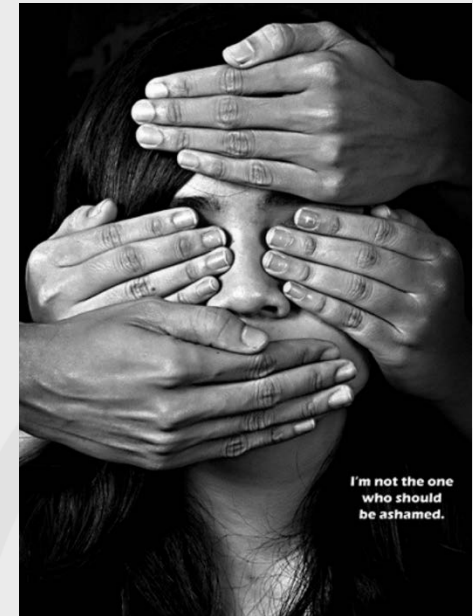
**“The Southern Poverty Law Center counted almost 900 incidents of hate or bias in the ten days after the election, using a combination of news reports and witness testimony. The group counted 1,094 incidents in the first month after the election, and 1,863 between November 9 and March 31” (North, 2017, *The New York Times*).**



# “The Trump Effect”: Sexual & Gender Harassment

- Recent research (Wharton):
- In lab experiments researchers found an increase in men acting more aggressively toward women
- An increase in sexual harassment would be one implication of this finding
- Reference: (Levin, 2017, *Vanity Fair*)

Image retrieved from Flickr



# The #metoo Campaign

**Tarana Burke (social activist and community organizer) created the “Me Too” campaign in 2006**



Photo credit: <https://www.google.com/search?q=Tarana+Burke&client=firefox-b1&source=lnms&tbn=isch&sa=X&ved=0ahUKEwjr5-Hot3XAhUr6IMKHTemBKIQAUICigB&biw=839&bih=434#imgsrc=sS7WUdL1JggSgM:>



# #metoo

- #MeToo in the first 24 hours:
- Twitter (mentioned #metoo 500,000 times)
- Facebook (mentioned #metoo 12 million times)

Reference: (Renkl, 2017, *The New York Times*)



**Alyssa Milano**  @Alyssa\_Milano

15 Oct

If you've been sexually harassed or assaulted write 'me too' as a reply to this tweet. [pic.twitter.com/k2oeCiUf9n](https://pic.twitter.com/k2oeCiUf9n)



**Anna Paquin**    
 @AnnaPaquin



Me too

3:27 PM - Oct 15, 2017



159



317



2,156



# Criticisms

- The onus is on the victim
- What are institutions actually doing?
- Is this truly a cultural change?
- Does it take an actor?
- In this time, what will college campuses do?



# TEACHING AND LEARNING ABOUT THE PREVENTION OF SEXUAL HARASSMENT

RENAY WILLIAMS

- **Knowing your rights and responsibilities: employees, faculty, and students**
- **Informing individuals about sexual harassment and prevention through Excelsior College courses**
- **Learning how to identify and prevent sexual harassment**

A teacher presents the past,  
reveals the present, and creates  
the future.

# **INTEGRATING SEXUAL HARASSMENT IN CURRICULA**

STEVEN WYNNE

## **RATIONALE FOR INTEGRATING SEXUAL HARASSMENT IN COURSES**

## **OVERVIEW OF COURSES DEVELOPED**



# QUESTIONS/COMMENTS

how  
where  
what  
when  
why  
whose  
who



# MICHELE PALUDI

**Dr. Paludi's expertise is in academic and workplace gender discrimination, sexual harassment and retaliation. In addition, she has expertise in academic and workplace bullying and other forms of discrimination and harassment, including, race/color, national origin, and disability in workplace and academic environments. Dr. Paludi's expertise is in the disciplines of research psychology and human resource management as they apply to Title IX and Title VII. She has taught, researched and published books, chapters and articles on gender discrimination and sexual harassment in K-12, colleges and businesses. She has also presented research at scholarly and management conferences. As a consultant, she has developed policy statements, investigatory procedures and facilitated training programs on sexual harassment (including retaliation) for businesses and educational institutions, trainers and investigators of complaints of sexual harassment. She has also conducted investigations of Title IX and Title VII complaints. She has published 56 books and 250 scholarly articles and book chapters on sexual harassment, workplace violence, campus violence, women and management and psychology of women. She is the President of Human Resources Management Solutions. Dr. Paludi is the Senior Faculty Program Director for Human Resources and Leadership at Excelsior College. Her book, IVORY POWER, received the 1992 Myers Center Award for Outstanding Book on Human Rights in the United States.**



# RON DUNN



Ron Dunn is a founding partner of Gleason, Dunn, Walsh & O'Shea. Prior to his affiliation with the firm, he was a principal of another Albany law firm, specializing in labor and employment law issues. For his entire legal career, Mr. Dunn has focused his practice on representing unions and their members in public and private sector labor matters, and counseling individuals in all matters relating to their employment.

Mr. Dunn negotiates collective bargaining agreements, represents unions in contract grievances and discipline matters, represents unions and their members in administrative proceedings, and counsels unions regarding internal union affairs.

Mr. Dunn also represents and counsels individuals in all types of employment and labor law matters, including: harassment, discrimination and retaliation; employment and partnership agreements; separation agreements; workplace training and investigations; personnel policies; disciplinary action; and restrictive covenants (non-solicitation, non-competition and confidentiality agreements). He has extensive experience in negotiating, litigating and arbitrating labor and employment law disputes.

Mr. Dunn has earned an "AV® Preeminent™" Peer Review Rating from Martindale Hubbell;\* was named one of the "Best Lawyers in America" for 2008 through the present from "Best Lawyers", in the area of Labor and Employment Law; and was named one of the "Top 10 Lawyers in Upstate New" (New York Super Lawyers) for 2017. He has been rated one of the "Top 50 Lawyer in Upstate New York" by Super Lawyers since 2014.

He is a Fellow in the College of Labor and Employment Lawyers, and a Fellow of the American Bar Foundation. He is a past Chair of the New York State Bar Association Labor and Employment Law Section. He is currently a member of the City of Albany Commission on Human Rights. He is a longtime Board member of the Albany Fund for Education.

Mr. Dunn is a frequent lecturer on a wide range of topics related to Labor and Employment Law.



# WENDY MURPHY

For more than fifteen years, Wendy Murphy has served as adjunct professor of sexual violence law at New England Law|Boston, where she also codirects the Women's and Children's Advocacy Project under the Center for Law and Social Responsibility. A former Visiting Scholar at Harvard Law School, Wendy prosecuted child abuse and sex crimes cases for many years. In 1992 she founded the first organization in the nation to provide pro bono legal services to crime victims. Wendy is an impact litigator whose work in state and federal courts has changed the law to better protect the constitutional and civil rights of victimized women and children. Wendy writes and lectures widely on the constitutional and civil rights of women and children, and criminal justice policy. She is a contributing editor for The Sexual Assault Report, and writes a regular column for The Patriot Ledger. Wendy has published numerous scholarly articles including a landmark law review article explaining the legal relationship between sexual assault on campus and Title IX. Dubbed the “Goddaughter of Title IX” by the “Godmother of Title IX,” Dr. Bernice Sandler, Wendy’s impact litigation in the area of campus sexual assault, beginning in the early 1990s, includes groundbreaking victories against Harvard College in 2002, and Harvard Law School and Princeton University in 2010, which cases led the way to widespread awareness and reforms, including the well-known April 2011 Dear Colleague Letter.





# WILLIAM SCHWEINLE

**William (Will) Schweinle is an Associate Professor of Biostatistics in the University of South Dakota School of Health Sciences. He has studied men's maltreatment of women since 1996, focusing on relationships between men's perceptions of women's thoughts and feelings and men's violent and aggressive treatment of women, including the men's own partners.**



# JENNIFER MARTIN

Jennifer Martin is an assistant professor of education at the University of Mount Union, previously an alternative high school English teacher for students labeled at-risk. She is the editor of *Racial Battle Fatigue: Insights from the Front Lines of Social Justice Advocacy* (Recipient of the 2016 AERA Division B's Outstanding Book Recognition Award), and co-author of *Teaching for Educational Equity: Case Studies for Professional Development and Principal Preparation, Volumes 1 and 2*. (Roman & Littlefield). Her most recent edited volume is *Feminist pedagogy, practice, and activism: Improving lives for girls and women* (Routledge, 2017).



# RENAY WILLIAMS

**Renay Williams joined Excelsior College in 2005 and has worked as a Military Academic Advisor, Senior Academic Advisor, and adjunct instructor at the College. She is a navy veteran who has experience as a human resources manager, administrator, equal opportunity manager, and trainer. She has earned a BS and MS in Human Resources Management, an MA in Liberal Studies, and a Doctorate of Education (EdD) with a specialization in Higher Education and Adult Learning. Renay has been a panelist and presented multiple webinars on understanding the student experience, supporting military students on their educational journey, and working with adult learners. Currently, she is a Senior Academic Evaluator and member of the President's Committee on Inclusion who continues to advocate for diversity and inclusion in higher education.**



# STEVEN WYNNE

I have been working as a global strategic planning consultant for more than 25 years, devising international entry, operational and legal strategies for companies seeking to go global. I have worked for a variety of high tech, nonprofit and entertainment firms, and have devised and implemented strategies in more than 80 different nations around the globe. I have worked with the Department of Justice, the Environmental Protection Agency, Textron, General Dynamics, GTECH, Plan USA, the ONE Campaign and Stock and Roll

I hold dual Irish - American Citizenship and have earned a Juris Doctorate Degree with a Certificate in International Legal Studies from Loyola School of Law in New Orleans. I also hold a Masters of Business Administration with a specialization in Global Business from the University of the District of Columbia in Washington DC. I have been teaching global business strategy, business ethics and international law courses for more than 15 years both online and in the classroom and have been designing and developing courses in international business, international marketing, global strategy, business ethics and cyber law for more than 8 years. I am fortunate in that my greatest passion is about to become a reality... I have recently formed a new internet music company called Stock and Roll which will change the very nature of the music industry by taking the industry out of the music and allowing the fans to directly invest in and perhaps make a profit from the bands. I also continue to work with the ONE Campaign to help the world's poorest people as the Congressional District Leader for Rhode Island. Our work has received awards from Roger Williams University and I was recently invited to the White House to meet with the President's Foreign Policy Advisers which was quite an honor, and may have been even cooler than being invited on stage with U2 on their last tour. On a more personal level, I am enjoying the single life and share my time with the best pup on earth named Mojo Bella who came from an animal rescue outside of New Orleans. In my free time I enjoy training in the Burmese Combative Art of Bando, woodworking (I recently began volunteering some time to carve the horses for a Carousel), playing guitar, and seeing live music.



# FOR ADDITIONAL INFORMATION

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