

# 2012 NCAA CONVENTION

## ASSOCIATION-WIDE EDUCATIONAL SESSIONS

**THURSDAY, JANUARY 12, 2012 – 9:30 TO 11 A.M.**

### **TITLE IX: THE LATEST DEVELOPMENTS AND TRENDS**

The Office for Civil Rights has been highly active on Title IX issues during the past two years, issuing three “Dear Colleague” guidance letters and significantly increasing enforcement efforts, including non-complaint compliance reviews. That activity, coupled with recent court cases, provides insight for athletics departments and campuses into Title IX expectations and the actions each school should consider to address any shortcomings in budgeting, procedures and student-athlete treatment. This session will educate attendees on Title IX law and recent developments, and recommend specific steps for gender equity planning and action.



**DAVID BLOM**, *Team Leader, U.S. Department of Education Office for Civil Rights*

David Blom has worked for the U.S. Department of Education Office for Civil Rights (OCR) for more than 24 years. He is currently a team leader in OCR’s Chicago office. He has extensive experience assessing compliance with the athletics provisions of Title IX and is responsible for overseeing nearly all of the Title IX athletics investigations and compliance reviews conducted by OCR’s Chicago office.



**JANET P. JUDGE**, *President, Sports Law Associates LLC*

Janet P. Judge concentrates her practice on collegiate sports law and employment counseling at Sports Law Associates LLC. She brings her diverse athletic experiences and expertise in sports and employment law to the table when advising and representing colleges and universities on a wide variety of sports-related issues, including program development, NCAA eligibility, infractions and certification, Equity in Athletics Disclosure Act compliance, contracts, pay equity, Title IX, harassment, hazing, academic fraud and athlete misconduct.

She is a contributor to the NCAA’s newly released website titled “Teaching Title IX” and the accompanying manual, “Teaching Title IX and NCAA Gender Equity Concepts.” She is the co-author of the newly released “NCAA Manual on Title IX” and, with Christine Grant, authored the NCAA News biweekly column “Gender Equity Q&As.”

Judge’s publications include a number of articles on collegiate compliance and also include “Recent Developments in Sports Law” (32 Tort & Insurance Law Journal 601, 1997); “Pay Equity” (Seton Hall Journal of Sport Law, 1997); and “Gender Equity in the 1990s: An Athletic Administrator’s Survival Guide to Title IX and Gender Equity Compliance” (5 Seton Hall Journal of Sports Law 313, 1995) (reprinted in A Practical Guide to Title IX in Athletics Law, Principles, & Practices, National Association of College and University Attorneys, 2001).

Judge serves as vice chair of the Committee to Visit the Department of Athletics at Harvard College and is a member of Harvard University’s NCAA Division I Athletics Certification Steering Committee.

Judge is a graduate of Harvard/Radcliffe College where she later served as assistant director of athletics. She coached soccer and basketball at Simmons College while attending Boston University School of Law. Upon graduation, she served as law clerk for Judge Norman H. Stahl, U.S. Court of Appeals.

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## ASSOCIATION-WIDE EDUCATIONAL SESSIONS



**KAREN MORRISON**, *Director of Gender Inclusion, NCAA*

In her role as director of gender inclusion for the NCAA, Karen Morrison oversees the education of the membership, national office, public and media on women's issues in sport, Title IX, LGBT issues, and women's professional development and leadership. She is the Association's primary spokesperson on Title IX and gender issues, as well as emerging sports for women, and she is a contact resource for the membership's senior woman administrators.

Morrison joined the NCAA in September 2006. She serves as primary liaison to the NCAA Committee on Women's Athletics and spearheads the NCAA Woman of the Year Award selections. She serves on the Alliance of Women Coaches Advisory Board and the advocacy and educational committees of the National Association of Collegiate Women Athletics Administrators. She has been instrumental in working with national affiliates and professional development programs such as the NCAA Women Coaches Academies and the NCAA/NACWAA Institutes. She also works with several national advocacy partners to improve the experience of women in higher education. In 2011, she was named the NACWAA's Administrator of the Year for Conferences/Organizations.

Before arriving at the NCAA, she served as associate athletics director/senior woman administrator at the University of Colorado, Boulder. In her 10-year campus administrative career, Morrison managed 14 men's and women's sports and was responsible for compliance, financial aid, policy development and education, Title IX compliance and NCAA certification. Previously, she was an assistant women's basketball coach for the Buffs for six years during which they won multiple Big 8 Conference titles and earned Elite Eight and Sweet 16 berths.

Morrison earned a J.D. degree from the University of Notre Dame Law School and a Bachelor of Business Administration from the University of Oklahoma, where she played basketball for the Sooners.



**ADELE RAPPORT**, *Chief Attorney, U.S. Department of Education Office for Civil Rights*

Adele Rapport is the chief attorney for the U.S. Department of Education Office for Civil Rights in Chicago. She is a 1980 University of Michigan law school graduate. Rapport worked in the private sector, specializing in employment discrimination law, for 15 years. In addition, she served as the regional attorney for the Detroit District Office of the Equal Employment Opportunity Commission for 13 years, where she developed a specialty in sexual harassment, disability and religious discrimination law.

Rapport has held leadership positions in the American Bar Association Section on Labor and Employment Law Section Committees (Continuing Legal Education [CLE] Committee and Employment Rights and Responsibilities Committee co-chair), and was a member of the Standing CLE Committee. She is a former commissioner on the American Bar Association Commission on Mental and Physical Disability Law and is currently a co-chair of the Public Education Committee of the Individual Rights and Responsibilities Section. Rapport also serves on the Board of Governors for the College of Labor and Employment Lawyers. From 1994 to 2006, she was an adjunct professor of law at the University of Detroit Mercy School of Law, where she taught employment discrimination and disability rights courses.