

## Episode 17: Kink and LGBTQI+ Culture in the Title IX Space with Stephanie Lott: Part 1

Courtney Bullard:

Welcome to the Law and Higher Ed podcast. I am your host, Courtney Bullard, an attorney that has been practicing almost two decades in the space of higher education, specializing in Title IX compliance. If you want to learn more about myself or my background, you can listen all the way back to episode one, where I share my journey in my law practice, as well as some fun facts. You can also check out my bio on my website, [www.ICSlawyer.com](http://www.ICSlawyer.com).

It is 2020, which is hard to believe. There is so much on the horizon that ICS is bringing to you, to help in your professional development. So I wanted to cover that with you quickly, before we dive into today's episode. First, Title IX University launched on January 9th. It is compliance at your fingertips. Digital courses to help you and your Title IX proficiency, that you can take anytime, anywhere. It's inaugural course is Title IX 101, which covers the evolution of Title IX from its enactment through today. A super important class to ensure that you have all the foundation that you need, whether you are an aspiring Title IX professional, a new professional, or a seasoned Title IX professional. It's also helpful for attorneys who are practicing in this field or want to begin practicing in this area.

You can check out Title IX U through the link that I've provided in the show notes, which is [titleixu.com](http://titleixu.com). We also have a signature conference, Hot Topics in Title IX, in March, here in beautiful Chattanooga, Tennessee put on by our ICS team. It will start off with a complimentary Lunch and Learn for Tennessee Title IX coordinators on that Thursday, where we will cover all things specific to Title IX here in Tennessee. There's a lot that has happened in the Sixth Circuit. So very important information, as well as an opportunity to collaborate with your colleagues across the state.

We will then dive into an NPRM intensive, which is going to be the pre conference. And then at 6:00 PM that evening, open to everyone is a welcome reception. Friday, we will kick off with our keynote speaker, Dr. Laura McGuire, who is a past podcast guest. She is a sexologist and just an overall, really neat person with great information to share. And then we'll dive into different sessions, covering all the hot topics that you need to know that are relevant for Title IX coordinators today. So, I hope you'll join us. The link for registration is in the show notes as well.

Finally, we always try to provide you with monthly complimentary webinars and we have several lined up for you in 2020. Expect also, when the NPRM drops that we will of course have a webinar that will be released on that or any timely matters that come up. We have some really great topics. I have my year end review. That's just going to be a week away. That covers all that's happened in Title IX compliance up through January 1 of 2020, as well as Betsy Smith, our newest team member and first guest this year, who will talk about tracking trends to prevent sexual misconduct.

We have one that is dedicated for Title IX compliance in school districts and one on addressing allegations of stalking. All of those can be found on our events page on our website, and there's a link to it in our show notes. So I hope you'll join us for some, if not all of these, and that I'll get to meet you in person in Chattanooga in March.

Stephanie Lott:

In supporting a complainant and a respondent in a case like that, where either side has a viable perspective of, "We'd agreed to this consensual non consensual role play." That can be really daunting to, I think just about anybody.

Courtney Bullard:

In this episode, I sit down with Stephanie Lott, Title IX coordinator at Arkansas State University. I met Stephanie when I traveled to Arkansas to present at their Title IX summit and was immediately impressed.

We talk about her journey in Title IX, kink culture, special considerations and ensuring your campus process is accessible to the LGBTQ+ community and situations that might arise during those investigations, as well as the importance of soliciting and using proper pronouns and what that looks like. Stephanie and I had so much to discuss that I have divided this episode into two parts. Here is part one. Stephanie, so excited to have you as a guest on this episode.

Stephanie Lott:

Thanks. Thanks for having me. Happy to be here.

Courtney Bullard:

Let's start with your journey in Title IX. How did you get to the position of Title IX coordinator at A State?

Stephanie Lott:

I earned my master's in 2015 and I was looking for jobs, like any new graduate does. I saw that they had a student conduct coordinator opening at Arkansas State University. I applied and was lucky enough to be offered that job and accepted it.

So, I came to be the student conduct coordinator in fall of 2015 and worked in that capacity for a little while, had an opportunity for a promotion to Director of student conduct. Was happy to take that. And when I began that journey is when I started dabbling in Title IX, as a deputy Title IX coordinator.

I did that for a little while and then another opportunity came up in June of 2018 for the Title IX Coordinator position. I applied and was lucky enough to be hired in that and just very thrilled to make that transition. I still have a love for student conduct, but there's something different about Title IX. Obviously you know, your background, but I've been in that capacity since June 2018.

Courtney Bullard:

So it sounds like to me, when I talked to a lot of folks that are in Title IX work and especially Title IX coordinators, oftentimes they do have student conduct as some part of their journey. It can be a really good entree into becoming a Title IX coordinator. Certainly, oftentimes they serve as a deputy Title IX coordinator.

I know we have a lot of folks listening who are in student conduct, but may be interested in becoming a Title IX coordinator. So would you agree that that was a good foundation?

Stephanie Lott:

Oh, 100%. I think just the investigations aspect, you learn foundational elements of investigations in student conduct. You really see a different side to students. Certainly, there's a difference. Right? There's a huge difference in talking about the smoking policy and your sexual harassment policy, but the foundational elements of the investigations are the same.

Even then, prior to student conduct, my background was in residence life. I feel like a lot of people have that background as well. I can't tell you how much that helped me, because knowing and understanding the on campus living culture is significant to a Title IX coordinator if the majority of your students live on your campus in your residence halls.

Courtney Bullard:

Yeah, that's a really good point, really good point. So I had the pleasure of speaking at A State as part of your Title IX summit and got to meet with your faculty. So, I know firsthand that you are doing great things with the office and with the compliance efforts at your institution. I thought it would be really helpful if you would share your structure at A State.

Stephanie Lott:

Sure. So myself, Title IX coordinator, underneath me, I have four fantastic individuals that help me do what I do. I have a Title IX coordinator that is structured for athletics, but does not work in athletics, but is involved in the club sports realm. Right?

I have a person who is structured with me because I'm based out of human resources. So, they're also working in human resources, but they handle our faculty staff component on Title IX. They simultaneously serve a role in HR as employee disciplinary coordinator or employee services coordinator. So, they kind of have that tangential link there as well.

Our director of student conduct is on my team. They're the primary investigator for students who are not athletes or anything not involving athletics. And then we have a person ... This person works actually out of university advancement. They fundraise for private scholarships and they're kind of our floater.

He's just really great with any person at building rapport. So, he's really good to tag on as a second investigator for really any case that I have. And then my supervisor is the assistant vice chancellor of human resources, who serves as ex officio for our Title IX appeals hearings. So it's a large team, but it's not too large.

Courtney Bullard:

Yeah, it's a great team. Tell everybody how many students you all have.

Stephanie Lott:

We have approximately 14,000 at A State. On campus, it's going to be about 3,000 students.

Courtney Bullard:

That's a lot of depth and I like the idea of a floater. I think at a lot of campuses, especially small campuses and they're like, "What do we do when there's conflicts?" So, having that idea of someone who is kind of a floater, I think is excellent. I like that a lot.

Stephanie Lott:

Awesome. Yeah. Well, we did too well. Well, we like him a lot, right. [crosstalk 00:09:20] colleagues that really well. And we were like, man, you get along with everybody. And he's just phenomenal at building rapport so that he, he fit right into that very easily. It makes my job incredibly easy.

Courtney Bullard:

And rapport is everything. We could talk about that for hours. I'm all about bedside-

Stephanie Lott:

Yeah, for sure.

Courtney Bullard:

Manner and having somebody that has that personality that can get along with folks and kind of having someone with good rapport across campus is such a great thing to have on your team. So I love it. All right. So in our prep call, you were really patient with me and all of my questions about all the different topics we're going to explore today in this episode. And I wanted to start with kink culture. So it's a term that you actually introduced me to back when you reached out to me on speaking at your Title IX summit. So can you first explain, I know this is, you're not an expert, but what is, what is-

Stephanie Lott:

No, not at all.

Courtney Bullard:

Kink culture? Yeah, what is kink culture?

Stephanie Lott:

So I want to preface that this is not like a dissertation topic-

Courtney Bullard:

Absolutely.

Stephanie Lott:

It's not a research area. This is just something that I happen to have a small bit of knowledge about that I want to share with you.

Courtney Bullard:

Yes.

Stephanie Lott:

So most people, when they think about kink culture, they're going to go back to like 50 Shades of Gray. Right? I want you to go beyond that though, because it's probably not a really good example. Generally, when you talk about kink culture, you're thinking about things like strictly sexual deviance. And when we say sexual deviancy, people are like, "Ooh." No, we're not talking about like terrible things or kind of

anything that's negative in nature. It's just different. It's contracting with the norm. And sexual deviance is not just mean it's things pertaining to sex. Kinks, there are a lot of kinks that have nothing to do with sex, right? So there's that other aspect of kink culture as well, but it's not just sex.

Courtney Bullard:

Okay. And so what are some behaviors, or I know that I'm probably going to say all things wrong on this episode. I'm just going to go in and clarify that now because of my ignorance. But like I said to you before, I want to ask the questions so that everyone can be educated and especially Title IX coordinators that may run into a case where kink is involved. They can be educated and hopefully unveil any biases they may have in working through or addressing a complaint. But when you're talking about sex specifically, sexual deviance, what are some things you might see those involved in kink culture doing that's different than the norm?

Stephanie Lott:

So your standard BDSM, right? Bondage, dominance, and submission, sadism and masochism, right, that's your standard go to, what are we talking about here that most people go, "Oh, okay. I know what that is." They've heard that acronym before. Right?

Courtney Bullard:

Yup.

Stephanie Lott:

But you're talking about things like bondage, you're talking about erotic asphyxiation, or breath play, but you're talking about-

Courtney Bullard:

That is like choking during-

Stephanie Lott:

Yes.

Courtney Bullard:

Sex. Okay.

Stephanie Lott:

Or maybe not even during sex, maybe just to fulfill an erotic fantasy you have, but it may not be connected to sex. There's lots of like rope play or rope work that people do that has no connection to sex. The point is just control and they find some beauty in it or arousal in it, but it may not actually lead to attempted or completed sex or sexual interaction.

Courtney Bullard:

Okay. That's really helpful. So a case that comes into a title IX office, where folks are engaging in some type of kink culture, what might you see or what might be some special considerations that folks need to

be aware of so that they can be educated and treat that case the same, to a degree as any other case that walks in the door, because it's going to be to many timeline coordinators, I think around the country, if they're faced with a situation of S&M or choking or rope work or what have you, different for them. And so how does that manifest itself in a Title IX case?

Stephanie Lott:

Well, if you're completely unfamiliar with it, it's going to be incredibly daunting. It's going to feel like an uphill battle the whole time, because you're already behind the curve because you're uneducated, right?

Courtney Bullard:

Right.

Stephanie Lott:

For whatever purpose, you just never heard of it. But that's also an uphill battle for the person that is sitting across from you who's a complainant or a respondent and wants to talk to you, because they often don't tell people anyway that they have these kinks or fetishes or anything else that, insert preferred word here. They often don't tell people that anyway, friends or family, because it is so contrasting from the norm, but it's not as socially acceptable to talk about.

So they already don't tell it to the closest people to them. And now you're asking them to tell it to you. They don't want to preface it to be honest with an hour of BDSM 101. So you think about that too, they're going to have to feel like they have to preface, first, educate you and then get you to hopefully understand how that manifested itself into this Title IX complaint.

Courtney Bullard:

Yeah, that's-

Stephanie Lott:

That's very daunting just to think about and I'm trained, right?

Courtney Bullard:

Yeah. So how did you become trained on this versus where could we go for resources and ways to become educated?

Stephanie Lott:

Well, so when I say train, I mean like trained in Title IX, you think about a [crosstalk 00:14:42]. Yeah. Right?

Courtney Bullard:

Right.

Stephanie Lott:

But even somebody who's not, and I've not been in Title IX for a super long time. Think about somebody who's been in it much longer, even. There's everything you think you know, and then there's this case in

front of you that is BDSM or kink culture. And you're like, "Man, things have changed." I know it sounds crazy, but like Googling, I mean the internet [crosstalk 00:15:04] for all of its negatives has a ton of pros.

You're going to find a lot of things on the internet because the internet's where people share their best and worst moments anonymously and they share information willingly. And so you can find tons of information on the internet from folks who were open about fetishes and kink culture. And there's lots of just good information there. And I don't have one specific resource that I would direct you to. I would say that if you go looking for it, you're going to find it. It's not hard. It's not like you're going to have to go, "Mmm, there's not much here." There's a lot that's out there.

Courtney Bullard:

Yeah. The minute you said it to me on our call, I immediately was sitting in a gas station driving and I had pulled over to talk to you and I immediately Googled it too. And then, and just like you said, I was like, "Oh, okay." I immediately thought of like 50 Shades of Gray, but then I also read a little bit about how it is often role play. And so folks won't really understand that even in a role play situation, even in a situation of BDSM where folks are willingly saying, "Yes, I want you to tie me up or choke me," or whatever is going on. That you can still have non consensual events.

Stephanie Lott:

Well, you still have other considerations, right? So let's dive even deeper into this. You have folks who use safe words and not just for partners they've been with for a long time, but even in hookups or no strings attached interactions, you have safe words and people use those. And, "Did I use the right safe word? Did I use a safe word? They didn't hear me." You know, you have all these considerations to think about how that might manifest, but taking it even a step further, you have to remember that there are people who consensually at some point will sign up to do a role play of a rape scene with a partner or an NSA hookup. Right. And how does that manifest itself into a Title IX investigation? What does that look like? Even that, think about the other things that might be daunting. That one, I think is probably one of the most challenging examples that you could see in kink culture that might come out in a Title IX.

Courtney Bullard:

So just repeat that one more time. I'm like, "Oh, I didn't even think about that." So they're signing up or agreeing to engage in a role play of a rape.

Stephanie Lott:

Yeah. I mean, that exists for some people, for some people that that's a kink that they might have, they might enjoy having a partner who consensually agrees to do or to play out a rape role play scene. And then you think about how, especially... Let's give you an example here. Let's say you take two students who don't know each other. They've agreed to a hookup. Right. And you have a complainant comes in the next day and says, "Well, I had agreed to do a consensual rape role play, but at a certain point, I didn't want to do it anymore. So how did my partner didn't know that I didn't want to do it anymore because we'd already agreed that it was going to be a rape role play."

The whole point of a rape role play is the power and control of what actually happens in rape. Where a person might be repeatedly saying, "No," or "Stop," or might be silent. They might be in the freeze stage. Right. And how would a partner know? How do you know? How do you communicate that

to your partner if things change during a role play like that? And then you think about that as a Title IX coordinator and investigating that I'm already overwhelmed.

Courtney Bullard:

Yeah, for sure.

Announcer:

Did you know that ICS has a membership? Are you a Title IX coordinator that feels you can never keep up with the ever changing Title IX landscape? Or do you need access to tools that can help you stay current and perform your job at the highest level for your institution? Perhaps your campus needs help with training. Put our knowledge to work for you with an ICS membership over 15 courses that can be used to train your campus, unlimited access to all ICS webinars, compliance aids and tools that are legally current, discounts on services and information to assist you with Title IX and other regulations such as Clery, FERPA, and the ADA are just a few of the benefits of an ICS membership. Whether you are interested in one as an institution or as an individual, contact ICS today, or visit [www.ICSlawyer.com](http://www.ICSlawyer.com) to become a part of the ICS family.

Courtney Bullard:

You have folks, and I know we'll talk about this some when we talk about LGBTQ, but folks that are exploring sexuality and might read about that, [crosstalk 00:19:36] I want to go try this, but then they get in it and they're like, "Ooh, no, this is not how I thought this would be." Yeah. Ooh, that overwhelms me just talking about it.

Stephanie Lott:

And think about in supporting a complainant and respondent in a case like that, or either side has a viable perspective of a way to agree to this consensual non consensual role play. Right.

That can be really daunting to I think just about anybody and especially a trained Title IX coordinator who theoretically are the people who have just seen and heard everything. Right.

Courtney Bullard:

Right.

Stephanie Lott:

Except maybe that.

Courtney Bullard:

Right. Absolutely. Certainly Title IX coordinators see a lot, but generally what we see and hear about in the news, even in what I see in my practice alone, or working with Title IX coordinators everywhere is you typically see the male and female drinking, non-consensual encounter. So anything outside of that box is going to be complicated to a degree. And when you add this onto it, that would be really daunting. I feel like the bottom line message is be aware that this is a real thing, that students-

Stephanie Lott:

[crosstalk 00:20:56] real.

Courtney Bullard:

Absolutely have kinks and fetishes. And that if that is the type of case that comes in, go ahead and educate yourself a little bit now. And if that's the type of case that comes in, that you're aware that these things can happen. And in any context, you can have a potential Title IX violation, really, in any context, not just the typical ones that we hear about. And-

Stephanie Lott:

Yeah, quote, unquote, typical.

Courtney Bullard:

Right, exactly. Quote, unquote, typical.

Stephanie Lott:

I think a consideration, I was going to say, if you've never heard of this before and you get a case that comes in before you, I just think that when you have a case that is about kink culture or touches on it somewhat, it's really important to realize that kink culture challenges a lot of social norms, not just sexual deviance and what you think about when you think about sexual interactions with somebody else or interactions that have a sexual component to them, but may not parlay intersex.

They challenge social norms about masculinity as well and domination and who is the dominant partner. They challenge a lot of that. And so it's going to pull out some biases that some folks may still have and may not know. And so you may experience that. It may challenge a lot of different thoughts that people have. I just think educating yourself is really important and making sure that you have an investigator who is phenomenal at building rapport with somebody to get them to talk to you about what would you said earlier, BDSM one 101 and then to tell you about the most terrible moment of their life is a totally different thing. And so to have an investigator that has really great rapport is going to be crucial.

Courtney Bullard:

Great points. Anything else? I mean, I have lots of questions just on that statement alone, but I know we have a lot to talk about, so anything else about kink culture, any other thoughts you have? You have recommendations, content coordinators out there. Have we touched on kind of the high level points.

Stephanie Lott:

Yeah. We pretty much touched on everything. Education, cannot underscore it enough, educate, educate, educate, because the more on the front end, even if you think, "God, I hope I never see this case," right? Like you're going to see it. It's almost inevitable. And so I would just strongly encourage you to be educated on the front end before somebody walks into your office and tells you this, because your face is going to do this weird thing. You know, we talk about controlling our facial expressions quite often. That's going to be one of those moments where you're going to need to have read this and heard this kind of stuff before they start telling it to you.

Courtney Bullard:

Yup. I agree. So you have also been great at continuing to educate me on LGBTQ+ community and special consideration there. I know there are a lot of folks out there that have conferences and they're addressing this to some degree. I personally think we need so much more in this space and more education on all of these things, but you've been really great about talking to me about some of the unique issues that can arise in Title IX matters with respect to the LGBTQ+ community. So again, starting with the basics, explain what LGBTQ stands for. Now, I know, or I've seen that there's a plus at the end. So explain that a little bit. The acronym, all of it. Before we dig into the Title IX aspect.

Stephanie Lott:

Sure. Lesbian, gay, bisexual, transgender, intersex, queer slash questioning, asexual is another word, so you may typically see LGBTQIA or LGBTQIQA. There's a lot of different variations for that, but the I is intersex, the Q is going to be queer or questioning. The A is asexual, and the plus is everything else. Because it really is kind of like alphabet soup is the term that we use a lot, especially in safe zone trainings. And that's going to encounter all of your other terms like nonbinary or pansexual and those other ones that are less talked about. I hesitate to ever say less common because I just think they're less talked about.

Courtney Bullard:

Yeah, that's a really good point. And then I agree, there's so many terms. I feel like every day there's a new letter added to the alphabet soup, and I'm constantly scrambling to ensure that I'm up to speed, but that's really helpful. I think the lesbian, bisexual, transgender, I think, now I could be totally wrong. Most folks are semi familiar with those identities at this point. Can you explain a little bit more about the use of gay and the use of queer? Because for me I'm old, way older than you. It's like, "Okay, these are not words we're supposed to say anymore." You know, "These are demeaning," or whatever. So talk to me a little bit about that. Like you explained it to me before. So I think that was really helpful.

Stephanie Lott:

So, and this is again, not my dissertation, not a research-

Courtney Bullard:

Of course.

Stephanie Lott:

Topic. I identify as a member of this community. So this is my personal perspective, but the words queer and gay to me are somewhat synonymous. To me that you have both sides of the spectrum, right? You have folks who see the words gay and queer, they think, "Oh, that's a pejorative." And then you have the folks who go, "No, this is a reappropriated term," right? I've reappropriated this and this is proudly call myself queer gay. It's really just a preference. It's up to that person and how they personally identify, which is when you're saying, "There's a new letter every day." There's a new feeling every day [crosstalk 00:26:12]-

Courtney Bullard:

That's a really good point.

Stephanie Lott:

Right? Something new you learn about yourself or a new way you want to express yourself-

Courtney Bullard:

Exactly.

Stephanie Lott:

And it may not fit the letters we already have.

Courtney Bullard:

Yup. It's all very fluid.

Stephanie Lott:

Absolutely.

Courtney Bullard:

I mean, I'm not a member of this community, but that's the... Impression is the wrong word. But certainly even just as a female, over 40 straight woman, like still, sexuality is fluid and things change. So that makes sense to me. Let's see, you had mentioned asexual. Can you explain that a little bit?

Stephanie Lott:

So asexual is going to be the person who may still experience an attraction to other people, but their attraction is not necessarily realized in a sexual manner. They may not have any sexual feelings or desires to have sex.

Courtney Bullard:

Okay, makes sense.

Stephanie Lott:

[crosstalk 00:27:09] So you think about, we talked about like the importance of sex in a relationships. Sometimes for these partners or these persons, it's not going to be necessarily an important part. It's going to be the opposite.

Courtney Bullard:

Okay. And then I'm pivoting a second, just because you said something when you were explaining that peaks my interest, which is you talked about safe zone trainings, and I know we didn't really [crosstalk 00:27:28]-

Stephanie Lott:

Yeah.

Courtney Bullard:

This before, but speak a little bit about that because I know a lot of campuses are doing that type of training. Others are not. If you don't mind just talking about what you all are doing and what that looks like before we get into the Title IX [crosstalk 00:27:42] conversation, that would be great.

Stephanie Lott:

Yeah. So we invited Speak Out, which is a group based in New York, they do advocacy and education. And we invited them to our campus, which was company sponsored by my office and my supervisor [inaudible 00:27:55] that we're based out of human resources and the office of multicultural affairs. And we company sponsored that event, brought the folks down who are just phenomenal educators in general. And they're really just experts in their topic. But on a base level, they're just really great educators. And we invited all of these campus partners and we did a two day full workshop over the weekend. We'd all agreed we were going to spend our Saturday and Sunday learning a lot about each other to better our campus and learning a lot about this content. And even for somebody who identifies in this community, it is still a relevant training. Contrary to most folks stigma, gay people don't know every other gay person-

Courtney Bullard:

Right. You're not spokespeople [crosstalk 00:28:41] for every other... Right.

Stephanie Lott:

Exactly. And we don't know everything about our own community sometimes because there's different things. You don't know everything there is to know about women, right? Arguably like there would be certain things you would learn about women as a gender that you would be like, "Oh, I didn't know that." There's things that we learn about our own members of our community every day. And so this training is really applicable to all persons. I would not say that it's only for folks who are straight or CIS or anything like that. I think it's really accessible to all persons.

And so we trained ourselves for these two days, we worked with these educators and now we offer them, on a monthly basis or on request, to different colleges and like College of Engineering. When I say that, I don't mean like universities, but College of Engineering, College of Education, any kind of groups like that, that want training on our campus, we offer that. And what we do is we walk through kind of the basics in education. "What does this alphabet stand for? What do these terms mean?" So that if a person identifies as this in front of you as part of a conversation or introduction, you're not thrown off by that. You're actually able to confidently say, "I understand what that means. It's really nice to meet you." And so that's been something that's really important to us, especially because I'm based in Arkansas. So it's been extremely important to us on our campus.

Courtney Bullard:

Nothing against Arkansas, and being someone who lives in Tennessee, but let's just face the facts. Like when you live in the South, we run into a lot more folks who are less comfortable with this topic, or even less tolerant sometimes, and not so much on college campuses, but you will still have those folks who are older and of a different generation. And so I think it's so impressive that you all are doing that work because while New York and California, they need the same types of education even more so, I think needed in my experience.

Stephanie Lott:

Yeah. I think the burden here-

Courtney Bullard:

Down here in the South.

Stephanie Lott:

Is arguably heavier in the South.

Courtney Bullard:

Yup. Okay. And then one more thing that you said, and this is probably going to happen a lot. You say things and then I go off track again. But you said that our CIS, C-I-S correct?

Stephanie Lott:

Yes. C-I-S.

Courtney Bullard:

And what does that mean?

Stephanie Lott:

Okay. So like you might identify, I think, as a CIS woman. So a CIS woman is somebody who identifies with the genitalia that they have or the sex that they were born. It's another version of saying, cisgender, you may hear that as well, is the person who their gender identity corresponds with the sex that you had or were identified as having at birth.

Courtney Bullard:

Thank you for tuning in to the Law and Higher Ed podcast. Part two of my conversation with Stephanie will be released next Thursday. Be sure to tune in as we discuss the use of pronouns and so much more. Please connect with us on social media. We are on LinkedIn, Twitter, Facebook, and Instagram, our newest platform. So be sure to connect with us there as well as visit our website for current events and upcoming conferences. If you'd like to be a guest on the podcast, don't hesitate to reach out to me at CHB@ICSlawyer.com or through the Contact Us form on my website, or if we can be of service to you, don't hesitate to reach out as well. Thanks again for listening and see you next episode.

This podcast does not establish an attorney client relationship, which is only formed when you have signed an engagement agreement with ICS. It is also not intended to replace any legal advice provided by your legal counsel. It is for informational purposes only.