

Episode 18: Kink and LGBTQI+ Culture in the Title IX Space with Stephanie Lott: Part 2

Courtney Bullard:

Welcome to the Law and Higher Ed Podcast. I'm 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. And you can also check out my bio on my website, www.icslawyer.com. It is 2020, which is hard to believe, and 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 in your Title IX proficiency that you can take anytime, anywhere. Its 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.

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. And 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 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 other timely matters that come up.

But 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:

I think that in 'hookup culture', that the risk is greater to all participants because you don't know that person, you don't know what they're body language looks like. So if they're giving affirmative consent, you wouldn't know what that looks like from that person. And then you add in all these other elements like kink, like an undetermined sexual identity, or an uncertain sexual identity. The more elements you add like that, the greater risk you have of that situation not going perfectly according to plan for both parties.

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 in 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's part two of my conversation with Stephanie.

Let's look at real quick the special considerations that may arise in a Title IX case with someone who's a member of LGBTQ community. You had given me an example when we spoke before, I don't know if you're willing to share that in this episode, of some of the challenges that you can face. Are you cool with that? Yes.

Stephanie Lott:

Yeah, so actually you mentioned one of them earlier when we were talking, you said, "Folks who are still figuring out their sexual identity". That's huge, because just like folks who might be, to go back to this a little bit, folks who are figuring out their kink, or what they like or what they don't like, folks who are figuring out their sexual identity have some sort of a huge vulnerability in any kind of sexual situation with another partner.

And I use this term a lot, this is personal perspective here, but I think that in 'hookup culture', that the risk is greater to all participants. Because you don't know that person, you don't know what their body language looks like. So if they're giving affirmative consent, you wouldn't know what that looks like from that person. And then you add in all these other elements, like kink, like an undetermined sexual identity, or an uncertain sexual identity. The more elements you add like that, the greater risk you have of that situation not going perfectly according to plan for both parties

Courtney Bullard:

That resonates with me so deeply, simply because when I talk to young folks, my little side passion project is, for free, meeting with rising high school seniors, rising college freshmen, to talk about consent and talk about what the expectation's going to be at college. Because I feel like we are failing our youth by not educating them much younger on a lot of things, consent being one. But I'll ask them, "What's going to be different when you go to college, or university, or whatever?"

And one of the things that may be different is they're no longer in the bubble, where now... my daughter has a transgender student at her school, but everybody understands everybody to a degree as much as any middle schooler or high schooler or can, but they know folks' backgrounds, they've maybe

even known them since they were young. And then you go to school and you're entering into a sexual encounter with somebody, you've no clue what their past sexual experiences aren't, you know nothing. It's a recipe for a lot of things to go wrong, and so you are bringing up such a great point, which is when you add all these other layers, it becomes even more of a recipe for quite a difficult situation, what could be a very bad experience.

Stephanie Lott:

Right? And then you take that and you apply that to the Title IX coordinator alliance, and you're like, "Man, I have so many layers to go through in this investigation". And that's not to say that any investigation is easy by any means, but you add these additional layers, layer after layer of identity; and you A, first have to get to know somebody in a very short amount of time, a very short amount of time, and then you have to understand their experiences and their perspectives and their identities. You have to get to know them as a person to where they share these things with you. And then you have to apply that to this situation and hope that they've told you everything. There's a lot of things, as we know, that people don't tell us in investigations, either because they see them as insignificant, or there's some sort of shame or guilt or fear of judgment. You could talk about a million other reasons why people don't share things, but you have all those considerations as well.

But I think for me, something that I see quite often in LGBTQ+ type situations, and this is not strictly in Title IX investigations, but I think it can apply here; is you see folks who have a sexual interaction with somebody while they have an uncertain sexual identity or gender identity, and they have these weird feelings. And they're weird to them, not weird in general, but they're weird to them. They're unknown, unfamiliar. And you're trying to figure out, "Are my feelings tied to my identity development that I'm going through, or are they tied to this experience? Was this experience not good? Was this experience consensual? Was this what I wanted? Was it just not good? Or was it non consensual?" Which sounds like, to the lay person, you're like, "Well, there's a big difference there", but to a Title IX person, there's almost not, because we know the nuances that exist there.

Courtney Bullard:

It's complex for sure, and even in a heterosexual encounter, you have situations like that, that come up all the time. Where you're as an investigator trying to figure out, was it non consensual, or was it just not a positive experience, and confusion there? So you add in folks who are still exploring their sexual identity or gender identity, and whew, yeah, that gets complex really fast. And you were saying, you're trying to get to know somebody in a very short amount of time, and they're still trying to get to know themselves. I mean that's college in general, everyone's still trying to figure out who they are, and in a sexual context even more so, or an identity context, even more so, which can be really challenging. So any words of wisdom from your experience that you would like to pass on to folks when they're in these situations in an investigation and they're trying to unpack pretty deep layers like that we're talking about?

Stephanie Lott:

I think that for me, and I share this with my investigators, because none of the rest of them identify with the LGBT community, I'm the only one. And so sometimes, and I know them and I love my colleagues, we've been colleagues for a very long time and I trust them implicitly, but they'll say, "Stephanie, can

you explain this to me?" And I'll go, "No, but I can show you somebody who can", and then I direct them to a really good resource online. And I think that's the other part of it, making sure that you are not wholly relying on this person in front of you to educate you on this topic is extremely important.

Making sure that you do some sort of the work is critical, because it will not only help you build trust and rapport with this person, but then it takes some of the load off of them. Now there's something to be said for, you do want their definition, you do want their perspective, because Google does not apply to everybody and what you read there should not apply to every person that you think fits this XYZ category you just read about. You should ask them for their own personal perspective and definition, but you should also do some work on the front end to understand it for yourself, which takes a little bit of load off the conversation and what they're having to share with you.

Courtney Bullard:

I really like that. I get a lot of questions when I do investigator training, "Are there any questions I can't ask?" Most of it's more concerned getting in 'trouble' than anything else, but I know for me as an investigator, a lot of it is I don't want to offend somebody. I don't want to do anything... people get nervous about how to ask questions, and I can imagine if someone came in with a kink, or who's a member of the LGBTQ+ community, or maybe a member, but they don't know yet, they're still exploring their sexuality, and it's something that's different than what a Title IX coordinator has encountered or an investigator has encountered, I could definitely see somebody saying to me, "I'm nervous about asking these questions" or, "I don't want to ask too many questions" or, "I don't want to say something that's going to offend that person, any advice there?".

Stephanie Lott:

So I tell this to my team, and I tell this to my other colleagues who don't work in A State but who do work in Title IX; I think that you have to still remember that your work is well intentioned and so if you remember that as a core, it takes a little bit of pressure off your questions. Your work is well intentioned, your goal is to better understand this person. And so it takes a bit of time for you to explain that to them, "The nature of the questions I'm asking, I don't necessarily want to be asking you these questions any more than you want to be answering them, but I'd really like to understand what happened here". And if you preface that, that sets a good tone.

I think the second piece is we can't, as Title IX coordinators, be afraid to ask the right questions. And so if you just need to say it and tell them, "I'm not exactly sure which word to use, maybe you could help me here so that I best understand it". That's also okay, "But I need to ask this question". I'm a very blunt straightforward person, so I just say things and I worry less about, I know this sounds crazy, but I worry less about the wording and more about the response and the content for the investigation's purposes.

Courtney Bullard:

We're not perfect people. I tell people all the time, I'm like, "Listen, I learned this just as being an attorney, you say it at depositions. And when you're saying this in depositions, which is part of litigation, you're really saying it just to try to be nice before you're not so nice to the person you're asking questions to. Sometimes I'm going to ask questions that aren't great, and if I do at any time..." But I use that in investigations all the time, and I mean it, sincerely. I might ask a bad question, it might not come

out the way I want it to initially, but we're going to work together to get these things figured out. And I think exactly what you said is so important.

Stephanie Lott:

On the flip side of that, with any unknown topic or content areas that you're talking about with somebody else, like a complainant or a respondent or a witness even, make sure that your questions are not based in curiosity. There's a point for that as well [crosstalk 00:14:41].

Courtney Bullard:

Do not go down the rabbit hole and start deciding to dig into...

Stephanie Lott:

Absolutely. The gamer in me goes, "This is not a side quest. There's no side quest there". Make sure, again, you go back to, "Is my work well intentioned? Is my question well intentioned for the purposes of creating a fair, impartial, unbiased investigation and gathering the information that I need?" If you stick to those core values of what we're supposed to be doing, and your work's well intentioned, and you're asking this person genuine questions that you can better understand the situation you're investigating, you're going to be fine, and you can work through the semantics on the backend.

Courtney Bullard:

Exactly. I love it. Okay, final topic for you in the hot seat that is related, and that is the use of pronouns. So again, there's a lot of work to be done in higher ed, I feel ahead of the game on this, but there's still always work to be done. My former law partners used to drill me with questions about pronouns, once they saw them in some signature lines, there were like, "What is this about?" and questioning really their necessity. So first, and that you already sort of did, do you mind sharing your own pronouns? And then expanding on the use of pronouns and why it's important.

Stephanie Lott:

Before we hit record, we were chatting back and forth, and I'd shared that a lot of people these days put their pronouns in their email signature line. And I was like, "Yeah, that's super common". Except that I don't do it. And here's why, because I teeter back and forth on my own pronouns. And so when you talked about earlier, getting to know yourself and still figuring yourself out, I recently turned 30, still doing that. And so my own pronouns change, so I haven't put them there yet because I'm not really set on what they might be. Some days they're, they them there, and some days they're, she her hers, it really depends. And I think that's important for us to remember as well, is people are allowed to change their pronouns. It might be a good idea that not only would you ask them, but that you re-ask them at a certain point, if you feel you need to.

Courtney Bullard:

I love that. And so why is it important? Why do we need to have these pronouns?

Stephanie Lott:

The same way that a person's name is important and pronouncing their name is important when you meet them, that you show them common courtesy in your greetings of meeting a new person, pronouns

are equally as important. This is how you identify with this person and you immediately build rapport with another individual. Some people go, "How do I even ask that? What do I do?" The best way to ask another person your pronouns is to share your own, so quite frequently you can go, "Hi, I'm Stephanie, I go by they pronouns. How should I refer to you?" Is a really great opener.

And it's not awkward because you've already said your own, and it lets them know, A, that you're educated about the topic and that you realize that there are different pronouns for different people, and that people are allowed to choose how they like to be identified. And B, it shows them this common courtesy of, I thought about you enough as an individual to want to know you better, and at the very first introduction we have.

Courtney Bullard:

I love that. It gives me chills. I'm such a dork, but it gives me chills, because I'm raising children, I want them to be respected as humans, and so when I hear all this, it's a place I'm in right now, Stephanie with my kids, and raising them and wanting them to show respect for others and wanting to [crosstalk 00:17:58].

Stephanie Lott:

It's hard, I have a fur child, so I don't pretend to know what parenthood is like, somewhat, but I cannot imagine. But I think if you're teaching them any semblance of that, you're on the right path.

Speaker 3:

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 Celery, 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 to become a part of the ICS family.

Courtney Bullard:

And so in general, for the rest of us adults that are still figuring out life as well, I think understanding pronouns and understanding their importance in a way to elicit someone else's pronouns, to show that respect, I love that example you gave, because I think that's huge. And it's something, now that I'm not working on a college campus, I don't really think about probably like I should, so it's also a really good reminder for me as I continue to work in this space too. Really good information. Anything else about pronouns, kink culture [crosstalk 00:19:37] there's so many things.

Stephanie Lott:

Yeah I know. The only thing I might add about pronouns is that, be cognizant of the fact that you may do that introduction that I shared like, "Hi Madison. So I go by, they pronouns, or he pronouns, or she pronouns". And they might look at you with head cocked like a dog does, they might look at you because

they're not familiar with that, or they've never been greeted that way, or they may not have any concept of personal pronouns. And you may then in turn be thrown off by that, so that has the potential to have this super awkward first meeting.

But the best way to do that is, if you see this deer in the headlights look, and maybe they weren't expecting you to say that, be prepared to explain that people often make assumptions about whether someone goes by he or she, and there's no other concept of another set of pronouns that people can use. And they is not the only one, by the way, I'm just giving examples, but be prepared to explain that there's other pronouns and you just wanted to make sure that you address them the way they'd like to be addressed, and that it's a moment of courtesy.

Courtney Bullard:

What are some of the other pronouns? I know you gave them an example.

Stephanie Lott:

Oh, you put me on the spot here.

Courtney Bullard:

I know, I'm sorry.

Stephanie Lott:

The pronunciation is different, but I think it's pronounced ze, Z E, I think. Again, not a dissertation topic, just a personal [crosstalk 00:20:54], I think it's pronounced ze, and I think that pronoun is used for folks who might not identify, obviously not identify with they, but I think it is for the non binary or gender queer folks, or gender nonconforming. I think that is what those persons might use.

Courtney Bullard:

So there's a lot out there that we should educate ourselves on. I can assure you if I walked up to somebody here in Chattanooga, Tennessee, that works outside of higher education and introduce myself in the way that you suggest, which I think is beautiful, they would totally give me the deer in the headlights, puppy dog cocked head look, so I'm really glad that you added that in because absolutely I think we could get that. But I also feel that, at least I see with my own children, when I try to talk to them, I've even said, "Do you understand what it means to be transgender? What's the difference in that and being transsexual?" , and all these things when I was educating myself. And they're like, "Yeah, mom". My daughter's 13. She could explain it to me perfectly. You know what I mean? So our children are growing up in a more enlightened world I think, to a large degree, which I think is great, but we need to catch up as old people.

Stephanie Lott:

Even me, clearly I need to go Google the other pronouns right now. I need to educate myself so I can better answer that question for you.

Courtney Bullard:

Again, I know you're not speaking for everyone or anything like that, but I do think the knowledge you're willing to share so candidly is so helpful. Because again, folks are, I find, are nervous about approaching these topics oftentimes, and so they just don't. And so I would rather ask the awkward questions.

Stephanie Lott:

And that's the easy route.

Courtney Bullard:

Yeah. It's the easy route. I'd rather ask the awkward question and learn, then continue to have my head in the sand.

Stephanie Lott:

I think we owe it to ourselves, because we're all going to meet different people, especially in the legal realm and in Title IX land, as I like to call it, you're going to meet so many different folks and the more you know, the better relationship you're going to have with those people. I think relationships are so important, so taking the easy route is not the one I would recommend. It's really easy to not ask somebody what their pronouns are, but it's going to be even harder to build that genuine relationship with that person.

Courtney Bullard:

I totally agree, and one other point talking about Title IX land in general, and all the topics we touched on today, is not just to ensure that if a case walks in the door where any of these things come into play, but also that it's an open environment so that people feel comfortable reporting. And that's probably a bigger task, to make sure you have an inclusive process for literally everyone, from international students, to LGBTQ, to people who are members of kink culture. And how you do that, we could have a whole other talk on that, but ensuring that people understand that, sexual misconduct can occur in really any context.

Stephanie Lott:

Any context.

Courtney Bullard:

Any context. But I can see where certainly members of LGBTQ+ community would be even less likely to want to come forward because they're struggling with the things that we've talked about in this episode, same with kink culture, fear of judgment. Like you already said, they're not telling anybody they're engaging in that, so much less trying to come forward with a complaint would be even more difficult. What have you all done? Or have you done anything? I know you've, I think the safe zone training would be super helpful. Any other suggestions or thoughts for campuses as they're trying to ensure they're being as inclusive as possible, and reaching everyone in their education and prevention effort?

Stephanie Lott:

Yeah. I can give a couple of plugs here. One, making sure that your team is inclusive. And I know that for some of us that's easier said than done, because you're at the mercy of the colleague demographic you have, and it is what it is and you can't change it. But trying to make sure your team's as inclusive as

possible, and so using really talented folks on your campus is first and foremost, they have to be able to do the work. And then after that, if you can also grab both, to add diversity to your team in all of its wonderful form, do that.

I also want to give a plug to something we're partnering right now with our theater department and the officer residence life, to bring Theater Intimacy education, is a group, and I think a lot of people haven't heard of them. I had not recently heard of them, but we're bringing them to our campus in the spring to talk about fear intimacy. If you're playing out, we talked about role play, quite literally our students on the stage are playing out a sex scene or something else, sexual harassment or sexual misconduct in that context. And for us, how do we educate ourselves when we might do an investigation on the backend, once we get a report? So we're bringing that group in, and we've invited some of our KSU system folks to come to that, and some other Title IX colleagues in the state of Arkansas are invited to come join us for that. And hopefully we educate ourselves a little more on that topic.

Courtney Bullard:

Ooh, I wish you weren't so far away. I would love to [crosstalk 00:26:08]

Stephanie Lott:

I know, it's a really good opportunity.

Courtney Bullard:

Yeah, I have a school that's mostly theater students, and it's unique issues that come up in that.

Stephanie Lott:

You should look into bringing them. There's phenomenal people there. That company is really great, so I really want to plug them, they've been great.

Courtney Bullard:

Perfect. And I'll make sure to put them in our show notes too. So great information. Thank you for tolerating my questions, my own ignorance on some of these issues, and educating listeners from your perspective. I really, really appreciate it. I know we could say a lot more, and maybe we'll have to do another episode another time [crosstalk 00:26:43]. I find with a lot of my folks, I'm like, "Well, we've got so many more things I could talk about with you". But as we're finishing up, I wanted to dig into a couple of little fun facts; one is, and I called it E-gaming, in our prep call, but this new Esports, I'm glad that you have something to remind you of me forever, but this whole sports thing, which I'm super fascinated by... Again, I had a call with you, you told me about it, I Googled it immediately. But I do want to you to share a little bit about your role in that on your campus, and what it is, and what's going on in that area.

Stephanie Lott:

I would love to. One of my hobbies that is a huge passion, is Esports. When we talk about Esports, we're talking about competitive video games. So your League of Legends, your Overwatch, your Rocket League, Fortnite, Apex Legends, all those kinds of things. When you're talking about Super Smash Brothers on the Nintendo Switch, we could be talking about PlayStation, Xbox, a gaming PC. However you play video games, we're all gamers, and so when you talk about Esports, you're talking about

competitive video games, competitive play. Our campus recently launched an Esports program. So A State now has an Esports program, we launched in late February, and I am the head coach of that program. I am not the only gamer on our campus, but I think I'm the first one they reached out to. And so it was like, "Of course, I would love to spend my free time playing video games".

So I supervise about 27 competitive players across six different Esport titles that we have, we're getting ready to launch an Esports HQ as we call it, our headquarters. It's a gaming space that our university's invested in for our students in this program, and we're going to show the players actually on Friday, they have a player reveal. We're going to put some Go Pros on them and get their reaction when we let them in the space, but Esports has kind of taken over. You can now earn scholarships at universities to play competitively, the same way you could in soccer, or track, or anything else. So it's a really awesome, unique space, that is finally getting some publicity, which I'm happy about.

Courtney Bullard:

Yeah. I love it. I think that's so cool. Fortnite's really the only thing that's happened in my house... Well, that's not true. My oldest, I think it's Destiny, he was really into Destiny for a long time, but my middle schooler is really into Fortnite. But then my daughter told my son, "Fortnite's dead. You're not cool if you're playing". And then she was like, "Wait, it's not dead. Somebody just won millions of dollars or something". And then all of a sudden it's okay because... anyway, so I'm familiar with those, but I think it's a whole other space that I think is awesome for folks who are into it. And I think it's such a neat thing that's happening in higher ed with Esports, so I wanted you to share that. Maybe I already know the answer to this question, maybe I don't, but if you are not doing what you're doing, what do you think you would be doing as a profession? What would you want to do, your dream?

Stephanie Lott:

So before I went into higher ed, I was planning to go to law school.

Courtney Bullard:

You're as close as you can get.

Stephanie Lott:

I know, I'm as close as I can be without actually being in it, and I still toss around the idea of going back, but as you know, part-time law school is not a thing. It's really, really hard to also maintain a full time job and go to law school, it's hard to go to law school in general, whether you have a job or not. So I don't want to underscore that by any means, but that's incredibly harder too, when you have a full time job.

And so I've teetered on that, but if I didn't do either of those, I tell you, I am a huge Criminal Minds fan. I would love to be a behavioral analyst for the FBI. I think human behavior, and mixing it with a crime aspect and investigating, I think investigations in general I really like, I'm a curious person; but that kind of aspect of human behavior, man, I would do that in a heartbeat.

Courtney Bullard:

I love it. I keep telling me one of my daughters she needs to go be in the FBI, just because I think it's cool.

Stephanie Lott:

I think it's the only way to say that. You should go be in the FBI, you could just do it tomorrow, we could apply and get accepted, yes.

Courtney Bullard:

I can totally see you as a spy or whatever, but yeah I think that's pretty cool and dovetails a little bit, you have to like investigations to be in the Title IX world. Nobody likes them in the sense that they're heavy and you're dealing with some heavy stuff, but you've got to at least find something interesting about them, or you would not enjoy your job. There's no doubt about that.

Stephanie Lott:

100% agree.

Courtney Bullard:

And I know your fur babies are cats, correct? One cat?

Stephanie Lott:

One cat. Yeah. I have a Russian Blue. She is five and her name is Lumen, and the light of my life, you said you have a child, I'm like, "Yeah, I have a fur child", and it's actually my child, it's really sad.

Courtney Bullard:

Absolutely. It really doesn't offend me when people say they have fur babies and it's similar to having kids, because my best friend just had a baby, she's almost my age, just had her first child, but she's got her cats and boy, she cries about leaving them just like she cries about leaving her kid. It's a real thing.

Stephanie Lott:

Oh yeah, I hate being away from my cat, hate it.

Courtney Bullard:

I remember when I was coming up to speak and we were texting on like a Sunday, and you were hanging with your kitty. Well, Stephanie, I really appreciate your time, I really appreciate your patience with me in getting the schedule, but I knew you had a wealth of great information to share. And you have a really unique way of explaining things that I think a lot of folks listening are going to benefit from, so I really appreciate your time and hanging out with me for this episode.

Stephanie Lott:

That's what I was just going to say, it was no problem at all. I really enjoyed it. I hope that all of your listeners enjoy the content, and we need to do it again. We'll come back and we'll dive deeper into some of these topics, but I really, really enjoyed the time and thank you for the opportunity. It was really, really good.

Courtney Bullard:

Thank you. Thank you for tuning in to the Law and Higher Ed Podcast. I hope you will continue listening to episodes, which are scheduled to be released every other Thursday, with a couple of informational episodes sprinkled in, or if something happens on the Title IX front, which it probably will, of course there might be something that is more frequent. 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.

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