

## CATHERINE C. SPEAR

6038 Midway Road  
Charlottesville, VA 22903  
(216) 712-2325  
[catcspear@gmail.com](mailto:catcspear@gmail.com)

### WORK EXPERIENCE

#### **Associate Vice President, Office for Equal Opportunity and Civil Rights, Charlottesville, Virginia, September 2015-present.**

- Report to the President of the University and supervise a 15-person team that includes the ADA Coordinator, Title IX Coordinator, and Compliance Director for Affirmative Action and Employment Equity.

The mission of the EOOCR office is to ensure a living, learning, and work environment free from discrimination and harassment for all faculty, staff, students, and visitors through compliance with state and federal law—including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990—and the University's related policies and procedures.

- Oversee the continued development and monitoring of the University's Affirmative Action Plan for the academic division and medical center.
- Respond to inquiries and audits from federal and state governmental agencies, including the Equal Employment Opportunity Commission, the Office for Civil Rights of the U.S. Department of Education, and the Office of Federal Contract Compliance Programs.
- Oversee the prompt and equitable resolution of all formal and informal complaints of discrimination, harassment, and retaliation involving students, faculty, staff, and third parties under the University's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence, the Preventing and Addressing Discrimination and Harassment Policy, and the Preventing and Addressing Retaliation Policy.
- Conduct ongoing Title IX training for investigators and review panelists, as well as faculty, staff, and students.
- Provided key leadership to the development of the Memorandum of Understanding for Charlottesville's Sexual Assault Resource Team (SART) to

address sexual and gender-based violence, which was signed by the University President, community leaders, and local law enforcement in October 2017.

- Created and co-chair the President's Executive Committee on Digital Access, a pan-University initiative to ensure access for individuals with disabilities to all electronic information technology.
- Served as Acting Title IX Coordinator, in addition to other duties, from May 2016-May 2017. Since joining the University in September 2015, either as Acting Title IX Coordinator or Associate Vice President, have overseen approximately 80 formal investigations involving a range of allegations, including sexual and/or gender-based harassment, sexual assault, intimate partner violence, retaliation, sexual exploitation, and stalking.
- Manage a multi-million dollar budget.

**Title IX Coordinator, Stanford University, Stanford, California, May 2014-August 2015.**

- Served as Stanford's first dedicated Title IX Coordinator. Created and managed its then new Title IX Office. Conducted and/or oversaw the prompt and equitable investigation and resolution of all complaints alleging sexual and or gender-based harassment and violence, including stalking, sexual assault, retaliation, and intimate partner violence, involving students.
- Conducted Title IX training for investigators, hearing panelists, staff, faculty, and students and assisted with a formal University-wide sexual assault climate survey.
- Served as a member of the Provost's 2014-2015 Sexual Assault Taskforce and assisted with the development of Stanford's pilot Student Title IX Investigation and Hearing Process.

**Director, U.S. Department of Education, Office for Civil Rights (OCR), Cleveland, Ohio, May 2009-April 2014.**

- Managed a federal regional civil rights enforcement office with a staff of 35, including oversight of all complaint investigations, compliance reviews, and technical assistance to ensure high quality customer service in accordance with established regulations, policies, and procedures with respect to the following federal civil rights laws enforced by OCR: Title IX, Title VI, Section 504, the ADA, the Age Act, and the Boy Scouts of America Equal Access Act.

**Attorney/Senior Attorney/Chief Attorney/Program Manager, U.S. Department of Education, Office for Civil Rights, Cleveland, Ohio, January 1995-April 2009.**

- From January 1995-April 2009, served in various capacities at OCR, starting as an investigative attorney and later serving in various supervisory roles, including Chief Attorney and Program Manager for the OCR Cleveland Office.
- Selected to perform a nine-month detail as Acting Chief Attorney in the OCR Atlanta Office, one of the largest OCR offices, with jurisdiction in Tennessee, Georgia, Alabama, and Florida, to supervise their legal staff and provide high quality legal guidance and support to the office during a time of transition.
- Conducted and/or oversaw the investigation of more than 300 complaints and/or compliance reviews, a large percentage involving the ADA/Section 504, Title VI, and Title IX allegations.
- Engaged in various initiatives, including serving as co-chair of OCR's Sexual Harassment Network; making contributions to various policy documents addressing sexual violence and disability rights; and conducting training of school and University personnel, as well as OCR staff, regarding the federal civil rights laws enforced by OCR (in particular Title IX and the ADA/Section 504) and effective investigative techniques.

**Litigation Associate, Picadio, Sneath, Miller & Norton (formerly, Picadio McCall Miller & Norton), Pittsburgh, Pennsylvania, May 1991-December 1994.**

- Engaged in all facets of trial and appellate practice at the state and federal level, including discovery and motions practice, depositions, brief writing, oral argument, negotiations, and trial preparation for insurance defense and coverage matters, as well as representation of plaintiffs in employment discrimination lawsuits. Served as a legal intern from 1990-1991.

**PROFESSIONAL AFFILIATIONS/PRESENTATIONS**

- Pennsylvania Bar Member in good standing: 62225.
- Title IX presenter, Level I Title IX Coordinator Training, the Association of Title IX Administrators (ATIXA) (October 2016 and August 2017).
- Title IX presenter, national ATIXA/SCOPE Title IX conference, "A Journey to Find What Works: From OCR to Higher Education" and panel on the interim OCR guidance on Title IX issued in September 2017 (October 2017).

- Title IX presenter and consultant, Futures Without Violence (June 2016, October 2016, November 2016, and July 2017 Title IX workshops).
- Title IX Sexual Assault Advisory Committee member/consultant, Campus Prevention Network/EverFi, Inc. (June 2017-present).
- Affiliated consultant, the National Center for Higher Education Risk Management (NCHERM) (July 2017-present).
- Guest speaker on Title IX, the University of Virginia School of Law (November 2017), Harvard Law School (October 2016), and the Judge Advocate General's Legal Center and School in Charlottesville, Virginia (November 2016).
- ADA/Section 504 Presenter, 2017 C-SUN Conference (the University of Virginia's *Report a Barrier* tool, an online system for reporting barriers to equal access to University programs and activities for individuals with disabilities).
- Member, Advisory Committee, *The Journal of College and University Law*, National Association of College and University Attorneys (NACUA) (August 2017-present).

## **EDUCATION**

**Case Western Reserve University School of Law**, Cleveland, Ohio  
Juris Doctorate, 1991. Member of Law Review.

**University of Dayton**, Dayton, Ohio  
B.A. in English, *Magna cum Laude*, 1988.