

## APRIL L. WOODWARD, ESQ.

TITLE IX & CIVIL RIGHTS CONSULTANT | TITLE IX COORDINATOR | INVESTIGATOR | DECISION-MAKER

Chardon, Ohio | 440-332-0159 | awoodward@edgewaterhiedsolutions.com

### PROFESSIONAL PROFILE

Attorney and Title IX professional with more than a decade of civil rights, Title IX, EEO, and institutional compliance experience. Served as Title IX Coordinator and Deputy Title IX Coordinator and as an external investigator, hearing officer/decision-maker, advisor, trainer, and consultant. Independently conducted a multitude of Title IX investigations at a large public university as well as a small private institute, and has provided Title IX professional services to 30+ public and private higher education and K-12 institutions. Experienced in program administration, supportive measures, complex investigations, informal resolution, hearings, policy development, training, prevention, and regulatory compliance.

### CORE EXPERTISE

Title IX Coordination • Title IX & Civil Rights Investigations • Sexual Misconduct & VAWA Compliance • Hearing Officer/Decision-Maker • Informal Resolution • Supportive Measures • Policy & Procedure Development • Regulatory Compliance • Trauma-Informed • Training & Prevention • Institutional Risk Management • Title VII / EEO Compliance • Higher Education & K-12 • Expert Witness Services

### PROFESSIONAL EXPERIENCE

#### **Founder & Principal Consultant | Edgewater Higher Education Solutions Ltd. | Chardon, OH** Feb. 2023 – Present

- Provide independent Title IX and civil rights consulting services to colleges, universities, and K-12 institutions; professional services have been provided to 30+ educational institutions through consulting and affiliated engagements.
- Serve as Interim Title IX Coordinator and external consultant, advising leadership on case management, supportive measures, investigations, adjudication, policy implementation, and evolving federal requirements.
- Conduct impartial investigations involving sexual harassment, sexual assault, dating/domestic violence, stalking, discrimination, retaliation, and related misconduct; manage interviews, evidence analysis, credibility assessments, party evidence review, and investigative reports.
- Serve as independent Hearing Officer/Decision-Maker, conduct pre-hearing conferences and hearings, evaluate evidence and credibility, apply institutional policy, and issue written determinations.
- Facilitate informal resolutions; draft and review policies; deliver Title IX training; coach Title IX professionals; and provide expert witness and litigation consulting services.

#### **Title IX Coordinator | Cleveland Institute of Art | Cleveland, OH** June 2024 – June 2026

- Led and administered the Institute's Title IX compliance program and institutional response to reports of sex discrimination, sexual harassment, sexual misconduct, and related prohibited conduct.
- Managed matters from intake through resolution, including jurisdictional assessment, supportive measures, investigations, informal resolution, adjudication, case closure, and recordkeeping.
- Coordinated investigators, decision-makers, advisors, and campus resources to support timely, impartial, and procedurally compliant resolution of matters.
- Advised institutional leadership on Title IX obligations, policy, regulatory developments, and risk management; reviewed and implemented policies and procedures and delivered education, prevention, and compliance training.

#### **Owner & Attorney at Law | Law Office of April L. Woodward, LLC | Chardon, OH** Dec. 2020 – Present

- Represent and advise individuals, educational institutions, and businesses in Title IX, civil rights, employment discrimination, and related state and federal matters.
- Counsel clients regarding Title IX proceedings, institutional policies, investigations, appeals, procedural requirements, anti-discrimination law, and institutional risk.
- Handle litigation and administrative matters, including legal research, discovery, depositions, motion and appellate practice, negotiation, and dispute resolution.

#### **Affiliate Trainer & Title IX Consultant | Institutional Compliance Solutions (ICS)** Mar. 2021 – Oct. 2023

- Delivered Title IX Coordinator, Investigator, and Decision-Maker training for higher education and K-12 professionals
- Served as an external investigator, decision-maker, and advisor for public and private institutions of all sizes and types.
- Served through ICS as a subcontracted Investigator for the U.S. Center for SafeSport, conducting impartial investigations involving interviews, evidence collection and analysis, and investigative reporting.

## PROFESSIONAL EXPERIENCE, CONTINUED

### Associate Attorney | Salsbury & Salsbury, LPA | Hudson, OH

Jan. 2019 – Oct. 2020

- Represented clients in state and federal matters involving Title IX, employment discrimination, civil rights, sexual harassment, wage and hour law, and related claims.
- Advised organizations on anti-discrimination and employment compliance; prepared pleadings, motions, briefs, discovery, settlements, depositions, and submissions to the EEOC, Ohio Civil Rights Commission, and other agencies.

### Senior EEO & HR Compliance Analyst | The Lincoln Electric Company | Cleveland, OH

Apr. 2018 – Dec. 2018

- Managed EEO and affirmative action compliance for the company and nine U.S. subsidiaries, including Title VII, Executive Order 11246, VEVRAA, and Section 503 compliance.
- Developed compliance training, monitored regulatory developments, analyzed workforce data and risk, and collaborated across functions to implement compliance initiatives.

### Compliance Investigator & Deputy Title IX Coordinator | Kent State University | Kent, OH

Dec. 2015 – Mar. 2018

- Independently conducted 100+ Title IX investigations involving sexual assault, domestic violence, stalking, sexual harassment, and other forms of sex and gender discrimination.
- Investigated and adjudicated discrimination and harassment complaints involving students, faculty, and staff under Title IX, Title VII, the ADA, the ADEA, and university policy.
- Served on the University's Sexual Assault Response Team; collaborated with the Office of Sexual Relationship Violence Support Services and campus partners to provide resources, prevention, education, and coordinated institutional response.
- Worked with NCAA Division I student-athletes and Athletics personnel on sexual violence prevention, Title IX education, and investigations.
- Developed and delivered Title IX, civil rights, affirmative action, ADA, and anti-discrimination training, including presentations to groups of 100+ participants, and advised administrators regarding legal and regulatory developments.

### Attorney at Law & HR Consultant | Douglas B. Brown & Associates, LLC | Chardon, OH

Feb. 2013 – Dec. 2015

- Practiced management-side employment and civil rights law with emphasis on affirmative action, EEO compliance, discrimination matters, and federal contractor compliance; represented employers before the EEOC, OCRC, and federal compliance agencies.
- Developed policies, compliance analyses, employee handbooks, training, and affirmative action and diversity programming for clients.

## EDUCATION

**Juris Doctor** | The University of Akron School of Law, Akron, Ohio | 2014

**Bachelor of Science, Accounting** | Lake Erie College, Painesville, Ohio | 2008

## LICENSURE, CERTIFICATIONS & TRAINING

Licensed to Practice Law, State of Ohio • Admitted to Practice - U.S. District Court, Southern District of Ohio • ATIXA Certified Civil Rights & Title IX Investigator • Civil Rights Investigator Training • Title IX Investigator Training • Trauma-Informed Investigative Techniques • Title IX Hearing Officer & Decision-Maker Training • Informal Resolution / Mediation Training

## PROFESSIONAL AFFILIATIONS

Ohio State Bar Association • Geauga County Bar Association