

April L. Woodward, Esq. – Attorney, Title IX Expert, and Consultant

Education

JD- University of Akron

BA- Lake Erie College

Certifications/Training

Licensed –Ohio State and Federal Court

Trained Civil Rights Investigator

Trained Title IX Investigator

Trained in Trauma Informed Investigative Techniques

Trained Title IX Hearing Officer & Decisionmaker

Affiliations

Geauga County Bar Association

Ohio State Bar Association

Ms. Woodward has nearly a decade of experience working with and for institutions of higher education and large multinational corporations in the areas of civil rights and Title IX investigation, including several years as a Compliance Investigator and Deputy Title IX Coordinator at a large state university. In her role at Kent State University, Ms. Woodward independently conducted over 100 Title IX investigations concerning allegations of sexual assault, domestic violence, stalking and other forms of gender discrimination. She served as a vital member of the University's Sexual Assault Response Team, and a valuable advisor to the institution's Gender Equity Compliance Officer and Director of Compliance. She also worked with the University's Office of Sexual Relationship Violence Support Services to administer support to victims and bolster sexual assault prevention through education and outreach to students, faculty, and staff. Ms. Woodward worked closely with NCAA Division I athletes providing sexual violence training and prevention programs, as well as during on-campus Title IX investigations. She also has substantial experience as a practicing labor and employment attorney and litigator, including assistance with and representation in investigations with the Ohio Civil Rights Commission, the U.S. Equal Employment Opportunity Commission, and the U.S. Office of Federal Contract Compliance Programs. For the last four years, Ms. Woodward has served as a Title IX Consultant to many public and private educational institutions in multiple roles including Interim Title IX Coordinator, External Investigator, Hearing Officer/Decisionmaker, and Appointed Advisor.

Relevant Project Experience

Attorney & Title IX Consultant, Law Office of April L. Woodward, LLC. Ms. Woodward currently offers Title IX advisory and consulting services for higher education institutions through her law firm, including but not limited to: Interim Title IX Coordinator services, Title IX Investigations, Decisionmaker, Training Facilitator, and Appointed Advisor services, and policy drafting/support for institutions of all sizes. Ms. Woodward has also served as an Investigator for the U.S. Center for SafeSport.

Affiliate Trainer & Consultant - Institutional Compliance Solutions. Ms. Woodward began delivering Title IX Trainings for ICS in March 2021, and has delivered Title IX Coordinator Training, Title IX Investigator Training, and Title IX Decision Maker Training for both higher education and K-12 institutions. She has also served as a Title IX Advisor assisting students throughout the formal Title IX investigative and adjudicative processes, as well as an External Title IX Investigator for both public and private Higher Ed institutions.

Associate Attorney – Salsbury & Salsbury, LPA. During her time with Salsbury & Salsbury, Ms. Woodward represented clients in a variety of claims and litigation in state and federal courts, including employment discrimination, civil rights violations, sexual harassment claims, and Title IX representation. She provided legal advice and organizational training on a multitude of employment law concerns for businesses including compliance with state and federal discrimination laws, anti-harassment, wage & hour laws, FMLA, ADA & ADEA. She drafted charges, position statements and answers to discrimination charges filed with the EEOC, the OCRC and various state and federal administrative agencies.

Compliance Investigator & Deputy Title IX Coordinator – Kent State University. In her role at KSU, Ms. Woodward was responsible for University-wide compliance with federal anti-discrimination regulations such as Title VII, Title IX, and the ADA. She conducted numerous investigations and adjudicated internal complaints of unlawful harassment & discrimination for students, faculty and staff. She also provided timely updates on changes in relevant law and federal regulations to University administrators. She effectively collaborated with many campus departments to engage in diversity and anti-discrimination training and facilitate total compliance across the University.