2 Training Sessions

1. **9:00-10:00 June 5 via Zoom**
   **Through a New Lens: Understanding an Autism Profile**
   Speaker: Ryan Walsh, Neurodiversity Training Specialist AANE

2. **10:30 AM-11:45 AM June 5 via Zoom**
   **In Our Own Words: A Neurodivergent College Panel**
   This talk will explore the experiences of higher ed consultants and disability services professionals who advise neurodivergent individuals about campus and academic life. These professionals will share their insights and describe lessons learned from Title IX situations involving neurodivergent individuals. Moderator: Ryan Walsh, Neurodiversity Training Specialist AANE
   Panelists:
   - Dr. Jane Thierfield Brown, Assistant Clinical Professor at Yale Child Study, Yale Medical School and former Director of Student Services at the University of Connecticut School of Law
   - Cara Streit, Director Student Accessibility Support at Brandeis University
   - Dr. Lorraine Wolf, Director of Disability & Access Services at Boston University
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AGENDA

- Meet our Panelists
- Insights & Lessons Learned
- Title IX & College Resources
- Audience Q&A
About this Session

- This session explores the experiences of higher ed consultants and disability services professionals who advise neurodivergent individuals about campus and academic life.
- They will share our insights and describe lessons learned from Title IX situations involving neurodivergent individuals.
Meet our Panelists
Jane Thierfeld Brown, Ed.D is an Assistant Clinical Professor at Yale Child Study, Yale Medical School, Director of College Autism Spectrum and retired Director of Student Services at the University of Connecticut School of Law. She has worked in Disability Services for 43 years. She holds an Ed.D from Columbia University, Teachers College. Through her work at the College Autism Spectrum and at AANE, Dr. Brown consults with many families, students, school districts and institutions of higher education. Jane has appeared on Good Morning America, CBS News and NPR. She has co-authored “Student with Asperger’s: A Guide for College Professionals,” (2009) Published in Japanese 2017, “The Parent’s Guide to College for Students on the Autism Spectrum,” (2012) and “Behavior Management and Self-Regulation,” (2012) along with many textbook chapters and articles. She received the Ron Blosser Dedicated Service Award from AHEAD in 2019. Jane is married and has three children, the youngest being a 30 year old son with Autism.
Cara Streit, **Director, Student Accessibility Support** at **Brandeis University**. Cara has worked in disability services at the higher ed level for 16 years. Before coming to Brandeis she served as the inaugural Associate Director and Director of Academics, Innovation and Inclusion of the Threshold Program at Lesley University. At Lesley, Cara oversaw higher education programming and curriculum building for students with intellectual, developmental, learning and physical disabilities and was involved in student conduct cases. She has particular interests in inclusive college environments, Universal Design for Learning, self-determination, and the transition from post-secondary settings into later adulthood. Cara is also the founding president of Embark Inclusive Travel, a 501(c)(3) organization that runs educational international tours for adults with developmental disabilities. Cara holds a BS in Biology from Boston College, an MSW from Simmons University, and an EdD from Boston University.
Dr. Lorraine Wolf is the Director of Disability & Access Services at Boston University. She holds a doctorate in basic and applied neuropsychology from the City University of New York and has 40 years of experience working with children, adolescents and adults with neurodevelopmental disorders. She has taught experimental psychology, assessment, and neuropsychology at the undergraduate and graduate levels. Dr. Wolf has published and presented nationally and internationally on psychiatric, attention, learning and autism spectrum disorders. She holds faculty appointments in psychiatry and in rehabilitation sciences at Boston University. She was a co-editor of *Adult Attention Deficit Disorders: Brain Mechanisms and Life Outcomes*, is the senior co-editor of *Learning Disorders in Adults: Contemporary Issues*, and co-authored *Students with Asperger Syndrome: A Guide for College Personnel*, and *Students on the Spectrum: A College Guide for Parents*. Dr. Wolf’s interests include the neuropsychology of self-regulation and brain models of risk-taking behavior in young adults. Along with Dr. Jane Thierfeld Brown, she developed a model of service delivery for college students entitled “Strategic Education for students with Autism Spectrum Disorders”. Her extracurricular interests include adventure travel, scuba diving and her dogs.
Insights & Lessons Learned
Behavior, Conduct, Title IX and Students with Autism

Jane Thierfeld Brown, Ed.D
College Autism Spectrum
LAWS you need to KNOW
<table>
<thead>
<tr>
<th></th>
<th>IDEA</th>
<th>ADA</th>
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<tbody>
<tr>
<td>Type of Law</td>
<td>Education, Entitlement</td>
<td>Civil rights statute, Eligibility</td>
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<tr>
<td>Responsibility</td>
<td>Parent and school</td>
<td>Student</td>
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<tr>
<td>Ensures</td>
<td>Success</td>
<td>Equal Access</td>
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<tr>
<td>Services</td>
<td>Evaluation, remediation, special accommodations</td>
<td>Reasonable accommodations</td>
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<tr>
<td>Focus</td>
<td>Diagnostic label</td>
<td>Level of functional impairment</td>
</tr>
<tr>
<td>Disability</td>
<td>One of 13 categories</td>
<td>Impairment in major life activity</td>
</tr>
</tbody>
</table>
Manifestation Determination

Exists in High School

In College and adult life…

Disability never excuses behavior
How is this different for students with Autism?

- Laws and college rules do not change – but understanding is challenged by:
  - Recognition of behaviors as inappropriate;
  - Stalking – chief complaint against students with Autism
  - Easily manipulated by others;
  - No rules for social interactions, dating, and parties.
Clear Behavioral Requirements

- Behavioral standards & expectations must be explicit
- Student & family need to understand because this is different from high school
- Standards are not subject to accommodation
- Make sure student understands the rules and the consequences for breaking them
Specific Title IX Training for Students with Autism

Training focuses on clear expectations with suggested rules and decoding social language. Examples:

- Asking someone on a date = maximum limit 3 times.
- A person is not your girlfriend or boyfriend without their agreement to be so.
- “Netflix & Chill” does not mean watching movies and sitting on someone’s couch (usually).
- Always understand what is meant when someone says “hook-up”.
- Following someone around campus because you like them is not appropriate.
- Before having sex with someone you both need to agree to it.
Case Studies & Lesson Learned
Cara Streit, Director, Student Accessibility Support at Brandeis University
Holly and Alice

- Holly- Complainant
- Alice- Respondent
- Non-degree students with intellectual disabilities
- Initial report by Holly of non-consensual sexual touch; first interview supported this, but upon further interview, Holly described giving verbal consent to everything, but said she had not wanted to
- Alice reported she thought everything was consensual as she had verbal permission from Holly
- Seems Alice asked repeatedly, Holly was concerned about losing friends so she said yes
- Holly’s parents had guardianship of her, complicating the investigation
Lessons Learned

● Discrepancies in reporting may be caused/compounded by impact of the disability/neurodivergence
● Interviewing without leading the responses is especially challenging
● Education on affirmative consent should be crystal clear, not only for giving consent but how to ask for it (eg, don’t ask over and over until you get a yes!)
● Rarely, a parent may have guardianship of an adult; consult legal counsel
● Education needs to include how to say no
● People with disabilities are more likely to be victims of sexual misconduct; Developmentally appropriate preventative education is a MUST for dual enrollment and other programs designed for young adults with neurodevelopmental disabilities
  ○ https://impactboston.org/impact-ability-programs/
  ○ https://triangle-inc.org/triangle-abuse-prevention-services/
Sam

- Multiple complainants
- Sam -Respondent; undergraduate student; identifies as autistic and non-binary
- Repeatedly reported to Office of Equal Opportunity and campus police for perceived stalking behavior
- Complainants were all undergraduate women in one dorm on low floors
- Sam walked a regular route multiple times per day while wearing headphones and engaging in stimming behavior with their hands
- Unexpected social communication put Sam at risk of misunderstandings with public safety
- Campus Disability Services knew Sam well and at Sam’s request supported accommodations for the Title IX processes
Sam: Process Accommodations

- A support person from the DS office (separate from their allowed advisor)
- Advanced release of questions and evidence for pre-review in order to support comprehension and communication, to whatever extent possible without fundamentally altering the process
- Live captioning for all meetings
- Permission to type responses to questions if needed
- Direct instruction to conduct board not to read intent or culpability from Sam’s speaking patterns
- Permission to take breaks every 15 minutes during interviews/mtgs
- Not approved: Permission to speak to advisor after every question
Lessons Learned

- Neurodivergent students who communicate or move in ways others may not expect are at risk of being misunderstood and reported.
- Campus community needs training on neurodiversity (reconciling neurodiversity inclusion with “see something, say something”).
- Disability Services should notify public safety within allowable FERPA bounds of students who may present with behaviors that can be misconstrued.
- Complainants and respondents are both entitled to reasonable accommodations for Title IX processes. Disability Services, Title IX Coordinator, General Counsel’s office, Public Safety & Student Affairs need a joint understanding of how to solicit and act upon disability accommodation requests for Title IX processes, and ensure that reporting avenues are accessible.
Susan and Jake

- Susan- Complainant- undergraduate student, no disclosed disability
- Jake- Respondent- recent alumnus and employee of a dining contractor on campus; person with an intellectual disability
- Jake requested Susan’s phone number after interacting with her a few times in a dining hall; began texting her repeatedly, not explicitly sexual but frequency and insistence on responses were concerning
- Jake’s work location was moved while the situation was investigated; employer agreed to require him to go through sexual harassment training
- Jake repeated the same behavior with another female student a few months later after training
Lessons Learned

● Contractors on campus need Title IX training, too, and their understanding should be assessed; consider offering trainings in multiple languages as needed and work closely w/ site managers of contracted employees as appropriate
● Lack of understanding does not excuse behavior that violates community standards or the law
● Pay attention to patterns of behavior
● Beware of campus politics impacting the objectivity of the process
Title IX & College Resources
Autism training & resources for law enforcement, emergency first responders, parents, educators, care providers & the autism community.
Social Behavior and Self-Management

5-Point Scales for Adolescents and Adults

This award-winning tool now expanded for adults!

Kari Dunn Buron, MS
Jane Thierfeld Brown, EdD
Mitzi Curtis, MA
Lisa King, MEd

Foreword by Stephen Shore, EdD
Other resource: Parties, Dorms and Social Norms
Audience Q&A
Thank you!

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AANE Programs & Services
AANE Supports For Professionals

Click on each link below to learn more.

- Information & Referral for Professionals
- Intensive Autism Coach Training (IACT)
- Autism Professional Coaching Association
- AANE Speakers Bureau
- Community Training
- Conferences, Webinars, & Workshops
- Friedman Institute for Neurodiverse Couples
- Professional Consultations
AANE Supports For Adults & Teens

Click on each link below to learn more.

- Free Information & Resources Call for Adults
- LifeMAP Coaching for Skills Development
- Adult Support Groups
- Teen Support Groups
- Social Activities & Events for Adults
- College Consultations
- Conferences, Webinars, & Workshops
- Neurodiverse Couples Coaching
- LifeNet Independent Living Support
AANE Supports For Parents & Families

Click on each link below to learn more.

Coaching for Parents of:
- Children, Teens & Adults up to Age 22
- Adults Over 23
- IEP Reviews

Support Groups for:
- Parents of Children, Teens & Adults through Age 22
- Parents of Adults Over 23
- For Couples & Partners

Free Information & Resource Call for Parents/Families of:
- Children, Teens, Adults up to age 22
- Adults Over 23

College Consultations

Conferences, Webinars, & Workshops

Neurodiverse Couples Coaching

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AANE Webinars

Our webinars are designed for autistic adults, as well as adults who suspect they are autistic or have similar neurodiverse profiles. Family members of autistic children, teens, and adults also benefit from our webinars. Professionals who support the autism community are also welcome.
Monthly webinars are posted on our online learning page and on our event calendar.

You do need to register in advance to attend.

Once you register, you will receive a confirmation email, with a link to join the webinar at the time it is broadcast.

Most webinars are recorded. So if you aren’t available on the broadcast date, you can watch it later at your convenience (for up to 30 days).

Some webinars do have a suggested listed price, usually $25.

But discount buttons on the registration form let you register for full price, $15, $5 or $0.

In most cases we do make presentation slides available to registrants.

CEUs are not provided, unless the webinar is specifically an “AANE Webinar for Professionals.”

Click on the links below to learn more and register.

- AANE & AWN Webinar: The Impact of Anti-Trans Legislation on the Autistic and Other Disabled Communities, 6/9/29-2023, 6/29/2023 7:00-8:30 PM ET
- AANE Webinar for Professionals: Approaching Adult Autism Assessment through a Neurodiversity-Affirming Lens, 7-27-2023, 12:00-2:00 PM ET
- Save the Date: AANE Webinar: Disclosure in the Workplace, 9-28-2023, 6:30-8:00 PM ET
- Save the Date: AANE Webinar: Interoception for Managing Holiday Stress, 11-2-2023, 12:00-1:00 PM ET with Kelly Mahler
Webinars are posted to our on-demand Vimeo page 2-3 business days after broadcast. You will need to set up a free Vimeo Account. You can rent and watch an on-demand version of an AANE webinar on Vimeo for 30 days. Full price of most on-demand webinars are $25. Use these promo codes to pay the indicated amount: FIFTEEN, FIVE, FREE. (Make sure to use all CAPS.) Also remember to look underneath the Webinar Description on Vimeo for a link to the presentation slides. Copy and paste that link into your browser and download the slides to your device.

Click on the links below and on the following pages to access an on-demand webinar.

The Neurological Lens Framework – a New Way of Looking at Autism
- AANE On Demand Webinar: From Community to Culture – Valuing the Autistic Identity
- AANE On Demand Webinar: A Framework of Understanding Your Unique Aspergers/Autism Characteristics

Autism Basics
- What is Neurodiversity?
- AANE On Demand Webinar Understanding Executive Functioning in Adults with ASD: Associated Difficulties and Practical Interventions
- Emotional Regulation: Perspectives from Adults on the Spectrum
- AANE On Demand Webinar: Understanding Sensory Needs, Anxiety & Behavior
- AANE On Demand Webinar: What do they want from me? Responding with Confidence in Social Situations
- I Can't Think when I'm Stressed
- AANE On Demand Webinar: The Lost Generation of Older Autistic Adults
AANE OnDemand Webinars

Click on the links below and on the following pages to access an on-demand webinar.

Education
- What can schools do to prevent PTSD among autistic students?
- Understanding Students with Asperger Syndrome and Related Conditions with Ilia & Ryan Walsh
- AANE On Demand Webinar College Consultants and Directors of Student Services Explain What Autistic Individuals Need to Know About College
- AANE On Demand Webinar: Autistic College Graduates Share Their Journey and Secrets for Success
- AANE On-Demand Webinar - Back To School: Are You and Your Autistic Student Ready?
- School Refusal

Women & Autism
- AANE On Demand Webinar: Detecting & Diagnosing Autism in Women

LGBTQ
- Gender Identity, Sexuality and Autism
- Beyond the Binary

Employment
- Choosing the Right Job or Career: Tips for Individuals and Parents
AANE OnDemand Webinars

Click on the links below and on the following pages to access an on-demand webinar.

Treatment & Interventions
- AANE Webinar: Treatment Considerations When Substance Misuse is a Concern for Autistic Individuals
- Autism & Co-Occurring OCD: Treatment Considerations
- AANE Webinar: Medication Management for Children, Teens, and Adults
- CBT for Children and Adolescents
- AANE On Demand Webinar: Should You Train Your Own Service Dog?

Relationships
- Building Meaningful Relationships: Dating
- AANE Webinar: Building Meaningful Relationships – Friendship
- Questions and Answers: Common Challenges and Realistic Strategies for Neurodiverse Couples
- Strengthening Family Relationships: Ways to Improve Communication
- Communication: A Necessary Skill to Strengthen or Dissolve a Neurodiverse Relationship
AANE OnDemand Webinars

Click on the links below and on the following pages to access an on-demand webinar.

Independent Living and Planning for the Future

- 2023 Update: Free AANE Webinar: 2023: How to Find Public Benefits for Autistic Adults in any State
- AANE On-Demand Webinar: Financial Planning for Autistic Individuals and Their Families
- Transition Planning for Youth with Autism—from Public Schools to Postsecondary Education, Employment, and Adult Life
- Driving with Autism - 5 Things your Driving School Won't Teach You
- AANE Webinar: Empowering Teens & Young Adults on the Autism Spectrum for the Job Seeking Venture
- Moving Into Your Own Place: Making a Plan

Parenting

- Helping your Child Become a Self-Advocate: The Role of Parents and Family Members
- From a Parent/Child to a Parent/Adult Relationship: How to Increase Independence Without Damaging the Relationship
- Simple Micro Self-Care Practices for a Calmer You
- Parenting without Panic with Brenda Dater
- Parenting without Power: 10 Principles for Parents of Adult Children with Aspergers & Autism Profiles
- Parenting without Power II: It's not Easy for Me
- AANE On Demand Webinar: Virtual Book Talk with Essmaa Litim, author of Speechless
- Helping your Child Become a Self-Advocate: The Role of Parents and Family Members
Click on the links below and on the following pages to access an on-demand webinar.

Anxiety, Depression and Other Conditions
- Coping With Anxiety in an Uncertain World
- Autism & Co-Occurring OCD: Treatment Considerations
- Autism & Trauma
- The Anxious Child at Home: Practical Strategies to Help Your Child on the Spectrum Effectively Cope With Anxiety
- Anxiety in the Workplace - an online panel discussion

Other Issues
- A Discussion about Pornography
- Aging with Aspergers - A Panel Discussion
- Undue Influence: Cults and Predators