Ensuring a Welcoming Campus

University of Dayton

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Ensuring a Welcoming Campus

The University of Dayton has hired Amy Zavadil, a higher educational professional and former law enforcement officer with more than a decade of experience in equity and compliance issues, as its new Title IX/Section 504 coordinator and equity compliance officer. She started Jan. 17.
Zavadil comes to the University from Barnard College in New York, where she had served as associate dean for equity and Title IX coordinator since 2011. In that role, she also supervised the college’s Office of Disability Services and Community Standards.

“I am looking forward to joining the UD community and contributing to the culture of equity and inclusion,” said Zavadil, who was the first designated Title IX officer at Barnard College, an undergraduate liberal arts college for women associated with Columbia University. “As a lifelong learner and educator, I understand the need for equal access to educational opportunities, and that’s an important component of what this office supports.”

Zavadil will be charged with ensuring the University provides a welcoming environment for all faculty, staff and students through compliance with Title IX, Section 504 of the Rehabilitation Act and other civil rights-related ordinances. She will investigate claims and reports of discrimination, harassment and sexual misconduct, direct online and in-person training sessions for campus community members, and lead presentations to educate faculty, staff and students on institutional and federal nondiscrimination policies. Sessions will be announced later this semester.

The University’s Title IX/Section 504 coordinator and equity compliance officer reports to Andy Horner, the vice president for finance and administrative services, but works closely with the Office of the Provost, the Office of Human Resources, the Division of Student Development and the Office of Legal Affairs.

Kristen Altenau Keen, assistant dean of students for education, support and student empowerment, chaired the search committee and noted Zavadil’s extensive experience in Title IX, teaching, counseling, disability services and student conduct initiatives in higher education settings.

"I am thrilled to welcome Amy to the University of Dayton community," Keen said. “Amy’s commitments to social justice, diversity and inclusion, and equal access to education will be great assets to her and our community as she begins this exciting new chapter as UD’s Title IX/Section 504 coordinator and equity compliance officer.

“She is well respected nationally, evidenced by her service on the advisory board for the Association for Title IX Administrators, and is committed to helping all students, faculty and staff achieve success on campus. UD is lucky to have Amy joining our community, and I look forward to working with her.”

Zavadil will also manage the University’s online Nondiscrimination Resource Center that includes an information and support guide, along with an electronic form for reporting instances of harassment and discrimination. A link to the site can be found at the bottom of every web page on udayton.edu or by visiting go.udayton.edu/nondiscrimination.

At Barnard, Zavadil implemented and maintained a similar centralized conduct management and incident reporting system supporting review and enforcement of the institution’s nondiscrimination policy and procedures. She regularly provided education and training for Barnard College students, faculty and staff on issues related to discrimination and harassment awareness and prevention, and she frequently publishes and speaks on civil rights-related compliance policies, sexual violence prevention and Clery compliance issues in higher education.
Zavadil said she’s looking forward to growing professionally at UD by working with a larger student body and with graduate students and programs.

“I related strongly to the Marianist mission of equity, inclusion and social justice,” she said. “It makes me feel my work would be supported here.”

Zavadil has a national counselor certification from the National Board of Certified Counselors, and is an active member of the American Counseling Association. She also is an advisory board member of the Association of Title IX Administrators.

Before Barnard, Zavadil served as assistant director for community standards and compliance at New York University, service learning coordinator at Montclair State University in Montclair, New Jersey, and program co-coordinator for a university-based AmeriCorps leadership program at Montclair State.

In addition to her experience in higher education and student development, Zavadil worked as an emergency dispatcher for the police department in North Caldwell, New Jersey, led a volunteer community emergency response team and served as an officer in the Arlington (Virginia) County Police Department.

Zavadil earned a doctorate in counselor education and supervision and a master’s degree in counseling for higher education from Montclair State University. Zavadil earned her bachelor’s degree in communication arts with a psychology minor from the University of West Florida.