

Billie-Jo Grant, PhD, MEd

Dr. Billie-Jo Grant is the COO and Lead trainer for McGrath Training Solutions, providing trainings in SUCCEED with TRUE-SPEAK, a training on employee performance, supervision, discipline and evaluation, and the McGrath Response System, which provides awareness and investigation training on sexual harassment, sexual misconduct, discrimination, bullying, and Title IX compliance.

Dr. Grant is the author of [numerous peer-reviewed articles](#) and research studies on sexual misconduct and harassment funded by organizations such as the [Department of Justice](#), the U.S. Department of Education and the Centers for Disease Control. For example, Edweek's "The Challenges of Keeping Sexual Predators Out of the Classroom"; the Journal of Child Sexual Abuse's "Sexual Abuse and Exploitation of PreK–12 Students by School Personnel"; and, Educational Administration Quarterly's "Title IX and School Employee Sexual Misconduct: How K–12 Schools Respond in the Wake of an Incident."

In 2016/2017 Dr. Grant was selected to serve as the Principal Investigator for the Department of Justice School Safety study titled, "Sexual Misconduct by School Employees: Policy Implementation and Effectiveness." This multi-centered study involved document collection, interviews, and focus groups with school employees and county officials directly and indirectly involved with incidents of school employee sexual misconduct across the U.S. The study included analyzing relevant federal regulations, state laws, and local policies to determine the standard of care and analyze the implementation and effectiveness for the districts in the study. This is one of very few government funded studies on sexual misconduct in schools.

Dr. Grant is a nationally recognized expert in school employee sexual misconduct prevention and has been featured in the Wall Street Journal, NY Times, Education Week, NPR, the Chicago Tribune, the Voice of San Diego, and others. She has been integral to providing legislators with evidence to pass state and federal legislation and has served as an advisor to the Office for Civil Rights, the Department of Education, and the Ontario College of Teachers. Dr. Grant serves as an expert witness in both criminal and civil cases on the sexual abuse, harassment or bullying of children in youth organizations and schools. She has significant experience concerning the duty of care owed by youth serving organizations to the children they serve, including but not limited to elementary schools, middle schools, high schools and school districts, as well as the role, both presently and historically, of youth serving organizations, including schools and school districts in preventing and responding to the abuse or misconduct of the children in their care, and supervising their staff and children/students. She also has extensive training and experience in the analysis and evaluation of the historical records concerning the level of awareness of the risks of childhood sexual abuse by caretaking adults.

Dr. Grant also serves as a faculty member at [Cal Poly State University](#), San Luis Obispo, and has taught undergraduate and graduate courses on statistics, survey design, measurement theory, and qualitative and quantitative methods for the past 15 years. She is also a Board Member for St. Patrick Catholic School in Arroyo Grande, CA since 2019 and a Board of Directors for [S.E.S.A.M.E.](#) (Stop Educator Sexual Abuse, Misconduct, and Exploitation). S.E.S.A.M.E. is the leading national voice for the prevention of sexual exploitation, abuse, and harassment of students by teachers and other school staff.