



Higher Education

Overview

We represent private and public colleges and universities ranging from small liberal arts colleges and private medical schools to state colleges and religious institutions. We advise on the full scope of matters involving boards, employees, students, faculty, staff, and administrators. To help avoid issues before they arise, we'll partner with you to develop and implement effective policies, procedures, and practices, and help you comply with the complex web of laws that apply to higher education, including Title IX, equal pay laws, the Clery Act, the Violence Against Women Act (VAWA), the ADA/Section 504 of the Rehabilitation Act, and the Family Educational Rights and Privacy Act (FERPA).

HOW WE CAN HELP

- *Your institution receives a demand letter or is served with a complaint alleging violations of Title IX.*

We have a team of seasoned litigators throughout the country that can represent your institution in litigation brought by alleged victims or persons accused of sexual misconduct who dispute institutional findings.

- *You received a filed complaint by your female coaches, alleging they are paid significantly less than their male counterparts.*

Higher education institutions are often a frequent target of pay equity claims. Colleges and universities may guard against these claims through regular pay equity audits to identify individuals performing “equal work” and determine whether a legitimate explanation accounts for wage disparities. We can conduct a pay equity audit to determine when and how to remedy any potentially problematic disparities.

- *Your institution receives an OCR complaint alleging violations of federal law.*
We can defend you in Office of Civil Rights (OCR) compliance reviews and litigation including cases involving claims of discrimination, retaliation, breach of contract, and constitutional violations.
- *Your institution's policies are out of date or simply need a fresh look.*
We review your student codes of conduct, handbooks, and academic policies, to ensure they are compliant with current federal and state law as well as current university practices.
- *You have concerns about your employees' understanding and practices with regard to Title IX and related laws.*
We conduct internal training on numerous student affairs issues including Title IX, the Violence Against Women Act (VAWA), and the Family Educational Rights and Privacy Act (FERPA).
- *You have a thorny employee or student matter that requires high-level strategy and close attention.*
We work with your HR Director, Title IX Coordinator, Student Affairs professionals and other stakeholders to develop a global strategy, manage risk, and ensure close supervision of the matter.
- *Your institution is behind on its Annual Security Report and other Clery compliance obligations.*
We can assist your campus by conducting internal Clery compliance audits, crafting Clery-compliant policies, providing training to campus law enforcement and campus security administrators, and representing you in external compliance reviews.

SERVICES

- [Prevention and Compliance](#)
- [Training](#)
- [Defending Legal Actions](#)
- [Benefits and Plan Creation](#)
- [Faculty and Employment Issues](#)
- [Crisis Management and Response](#)

PREVENTION AND COMPLIANCE

- ADA
- Admissions
- Antitrust
- Athletic Equity
- Clery Act

- Codes of Conduct
- Cybersecurity
- DFSCA
- Disciplinary Proceedings
- Drone Policy
- Esports
- Equal Pay
- FSA Issues
- First Amendment
- Governance
- Hazing
- Immigration
- Impact of Technology
- NCAA
- OCR Investigations
- Student Loan Debt Issues
- Student Death
- Title IV Compliance
- Title IX
- Virtual Campus
- VAWA
- Whistleblowers
- #MeToo

FACULTY AND EMPLOYMENT ISSUES

- Privacy/Student Record
- Discrimination
- Employee Benefits
- Hiring/Termination
- Retirement
- Handbooks/Policies

- Diversity/Affirmative Action
- Tenure Issues
- Title VII
- Equal Pay

TRAINING

- Title IX
- Clery Act
- Discrimination and Harassment

DEFENDING LEGAL ACTIONS

- Breach of Contract
- Discrimination
- DOL investigations and lawsuits
- Negligence
- Privacy/Defamation
- Retaliation
- Title IX

LABOR RELATIONS

- Collective Bargaining
- Union organizing campaigns
- Unfair labor practices allegations

BENEFITS AND PLAN CREATION

- HIPAA
- Faculty Benefits
- Retirement

CRISIS MANAGEMENT AND RESPONSE

- Title IX
- Active shooter

- Student wellbeing
- Student death

Insights

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Trump Issues 7 New Executive Orders Impacting Higher Ed and K-12 Schools, Ranging From DEI to Discipline to AI

Sheila M. Abron, Jennifer B. Carroll, Kristin L. Smith

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Jocelyn Campanaro, Shanon R. Stevenson, Cynthia J. Yarbrough

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Sheila M. Abron, Sean McKaveney, Stephanie Reynolds, Julia A. Sherwood

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Settlement to End Collegiate Amateurism on Brink of Approval: What You Need to Know About Latest House v. NCAA Court Hearing

Rob Dickson, Joshua D. Nadreau

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Michael E. Bonner, Rob Dickson, Brett P. Owens

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Sheila M. Abron, Shiloh Theberge

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Shiloh Theberge, William J. Wahrer, Tara A. Walker

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Sheila M. Abron, Melissa A. Dials, James F. Glunt, Kelly Ahern, Sarah Moore, Kristin L. Smith

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Rob Dickson, Joshua D. Nadreau

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Rob Dickson, Sean McKaveney, Stephanie Reynolds

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