



## Non-Profit and Tax-Exempt Organizations

### *Overview*

**Your non-profit or tax-exempt organization is dedicated to an important mission and your hard-working employees are the engine of your organization's impact and success. But balancing budgets, workforce policies, and complex federal, state, and local laws presents distinct challenges.**

Fisher Phillips' Non-Profit and Tax-Exempt Practice Group understands these obstacles firsthand. With decades of experience both representing and serving in leadership roles at non-profits across diverse sectors, we bring practical, strategic solutions tailored to your needs. Our clients include foundations and charitable, cultural, religious, advocacy, social welfare, and membership organizations.

We align our legal strategies with your organization's vision, helping you mitigate risks, maintain compliance, and foster a supportive workplace. No matter the issues you face, you'll work with an attorney who understands the nuances of labor and employment law as they apply to non-profit and tax-exempt organizations like yours.

Our services include:

### **Training & Education**

- Providing customized board training on governance, the board's role in employment oversight, and developing effective employment policies
- Providing education to boards and senior management on key employment laws impacting non-profits and tax-exempt organizations

## **Compliance, Governance, & Ethics**

- Ensuring effective compliance programs to comply with applicable laws and meet the expectations of donors and other stakeholders
- Developing governing documents, bylaws, codes of conduct and handbooks to reinforce your mission and values, deter misconduct, promote public trust, and reduce the risk of legal liability
- Advising on executive recruitment, compensation, and intermediate sanctions
- Drafting agreements for board members and senior leaders
- Advising on corporate ethics, board governance, and management effectiveness
- Addressing fiduciary duties, conflicts of interest, and employment-related claims

## **Labor Relations**

- Developing employee relations programs to maintain union-free status
- Advising on union organizing efforts
- Negotiating collective bargaining agreements

## **Wage & Hour Compliance**

- Classifying employees and independent contractors correctly
- Reviewing coverage under and ensuring compliance with FLSA and state wage laws
- Managing volunteer and intern classifications

## **Employee Benefits & Executive Transitions**

- Structuring competitive compensation and benefits within budgets
- Complying with ERISA and FLSA requirements
- Crafting severance agreements to protect financial and reputational interests

## **Workplace Investigations**

- Handling discrimination, harassment, retaliation, self-dealing, and fraud claims
- Managing wage and hour violations and whistleblower complaints

## **Crisis Management & Communications**

- Responding to internal or external crises, like claims of discrimination, fraud, embezzlement, and leadership misconduct allegations, as well as board conflicts
- Mitigating reputational damage and restoring public trust

## Data Privacy & AI Compliance

- Navigating consumer protection and cybersecurity regulations, as well as GDPR
- Developing AI policies to prevent bias, discrimination, and privacy violations

## Diversity, Equity & Inclusion (DEI) Compliance

- Balancing DEI initiatives with anti-discrimination laws and donor expectations
- Addressing implications of executive orders and local laws impacting DEI programs

## Immigration Compliance

- Securing work visas and permanent residency for foreign employees
- Managing I-9 and E-Verify compliance and defending against enforcement actions
- Advising on international requirements for employees working abroad

With a deep understanding of non-profit and tax-exempt operations, we help you stay ahead of legal challenges so you can focus on your mission and purpose.

## *Insights*

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NEWS

04/01/25

### Republished Insight: Now May be the Time to Ask Whether Your Non-Profit's Top Executive Should Have a Contract – 5 Key Considerations

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INSIGHTS

02/11/25

### Now May be the Time to Ask Whether Your Non-Profit's Top Executive Should Have a Contract – 5 Key Considerations

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PUBLICATION

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Clarence M. Belnavis

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