



Industry Knowledge

Our lawyers have been representing educational institutions of all types for over 25 years. We represent academic institutions throughout the U.S., including religious and secular independent, private, and charter schools and institutions of higher education. Our team handles legal and regulatory issues involving employees, students, and boards at all levels, from training and advice to administrative charges, litigation, and appeals. As leaders in the education industry, our lawyers provide unequaled client service and efficient, practical solutions tailored to achieve the best possible results at every step. We partner with our education clients to identify and manage risk, meet compliance obligations and address issues proactively.



Diversity

We provide clients with diverse perspectives and staffing on their matters. Just this year, we Achieved Mansfield Rule 4.0 "Plus" Certification for successfully broadening our pipeline of diverse lawyers and surpassing 30% diverse lawyers in leadership roles.



Industry Leadership

Our lawyers work closely with many accrediting agencies and school associations including the National Association of Independent Schools (NAIS), the National Business Officers Association (NBOA), Southern Association of Independent Schools (SAIS), Florida Council of Independent Schools (FCIS), National Association of Episcopal Schools (NAES), American Private Education (CAPE), PAISBOA, and MISBO, along with more state and local organizations across the United States.

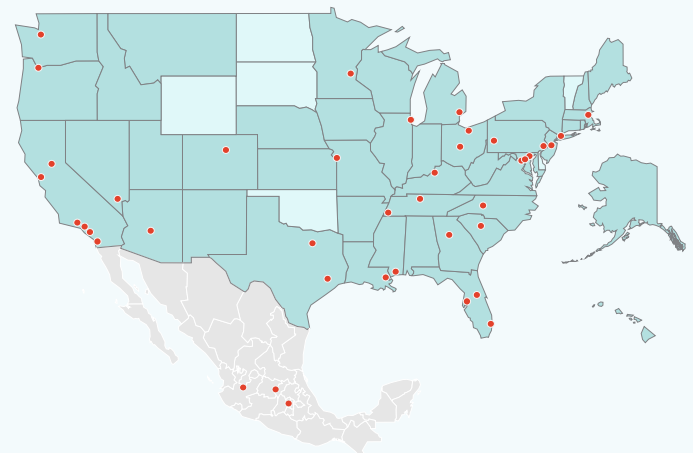


Technology

We continually invest in new technologies that provide the data you need to make fully informed, actionable decisions. Led by an award-winning knowledge management team, these innovations include an exclusive artificial intelligence system that combines third-party data with Fisher Phillips' insights to predict litigation outcomes; the ability to quickly locate targeted, relevant cases and save significant time and cost on research; and client-facing technologies that help us collaborate with you in new and innovative ways.

NO COST & VALUE-ADD SERVICES

- **ANNUAL IN-PERSON/VIDEO CONFERENCE MEETINGS**
- **COMPLIANCE ALERTS/NEWSLETTERS:**
Our Fisher Phillips Insights can be viewed at www.fisherphillips.com/resources-alerts
Our Education Industry Insights can be viewed at www.fisherphillips.com/news-insights/
- **EDUCATIONAL WEBINARS**



● Fisher Phillips Office Locations

● States in which Fisher Phillips attorneys are admitted

Education & Employment SERVICES

PREVENTION AND COMPLIANCE

- Advises and counsels school boards
- Applications and enrollment agreements
- Anti-Bullying
- Board policy, guidelines, obligations and school policy
- Compliance audits (wage & hour, I-9 & other issues)
- Contract drafting and review (including executive contracts)
- Cryptocurrency Guidance and Policies
- Discrimination and harassment
- Disciplinary, termination or expulsion issues
- Diversity and inclusivity
- Employee leaves
- Employee, student and parent concerns
- Employee and faculty handbooks and manuals
- Employee and student disability and FMLA matters
- Evaluations
- Faculty and administration development
- Governing documents – Bylaws

Prevention and Compliance continued

- Board Policy Manuals, and Certificates of Formation/ Articles of Incorporation
- Head – Board relationships
- Immigration
- Internal investigations
- LGBTQ issues
- Policies and procedures
- Privacy issues and cybersecurity
- Separation policies
- Student handbooks and manuals
- Student discipline
- Title IX (investigations, advisory, adjudication)
- Transgender staff and students
- Volunteers on campus
- Vendor contracts

INVESTIGATIONS

- Employment investigations
- Sexual misconduct investigations
- Student discipline investigations

POSITIVE EMPLOYEE PROGRAM/ UNION ASSISTANCE

CRISIS MANAGEMENT

- Current or historical misconduct
- In the media advice and counsel

DEFENDING LEGAL ACTIONS

- Breach of Contract
- Discrimination
- DOL investigations and lawsuits
- Negligence
- Privacy/Defamation
- Retaliation
- Sexual misconduct
- Student discipline claims

TRAINING

- Adult/Student boundaries
- Adult/Student bullying
- Board training
- Child abuse
- Contract issues
- Dealing with a difficult parent
- Discrimination

BENEFIT AND PLAN CREATION

- Employee Benefits
- Executive Compensation
- HIPAA
- Retirement (ERISA)

MERGERS AND ACQUISITIONS

With almost 600 attorneys in 41 offices across the United States and Mexico, Fisher Phillips is an international labor and employment firm providing practical business solutions for employers' workplace legal problems. Labor and employment law is all the firm does, offering deep and broad knowledge and experience in the area of law the attorneys know best. Fisher Phillips attorneys help clients avoid legal problems, are dedicated to providing exceptional client service, and are there when you need them.