

# Higher Education

## ATTORNEYS

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Colleges and universities, both public and private, have unique legal needs. Higher education institutions must maintain compliance with a complex array of regulatory and statutory requirements while providing the best and safest environment for faculty, students, staff, visitors and other stakeholders. These requirements are all in addition to the basic corporate, contract, employment, and other legal issues all businesses encounter.

Bean, Kinney & Korman has decades of experience in key areas responding to these issues. Tim Hughes and Doug Taylor are members of the National Association of College and University Attorneys. We are approved counsel in Virginia for a leading higher education insurer and have extensive specific higher education experience in a broad range of services including:

### **Academic Programs**

Study abroad programs and activities

Academic Integrity

Student Conduct

Grade appeals

Section 504 of the Rehabilitation Act

Americans with Disabilities Act

First Amendment Issues

### **Sexual Misconduct**

Title IX of the Education Amendments of 1972

Title IX policies, procedures, and investigations

Titles VI, VI, and VII of the Civil Rights Act of 1964

Virginia Sexual Assault Reporting Statute

Virginia Transcript Notation Statute

**Employment and Human Resources**

Recruitment and Retention

Employee training – Title IX and Title VII

Employee discipline

Wage / Hour classifications and audits

Equal Employment Opportunity Commission

Retirement Benefits

Employee Benefits

Faculty Tenure

Executive Compensation

Age Discrimination in Employment Act

Family and Medical Leave Act

Fair Credit Reporting Act

**Disabilities / Accommodations**

Americans with Disabilities Act

Section 504 of the Rehabilitation Act

**Information Privacy and Cybersecurity**

Family Educational Rights and Privacy Act of 1974

EU General Data Protection Regulation

Health Insurance Portability and Accountability Act

Internet Defamation

**Campus Safety**

Clery Act

Violence Against Women Reauthorization Act

Minors on campus

**Federal Financial Aid**

Title IV of the Higher Education Act of 1965

Department of Education financial aid audits

**Student Housing**

Fair Housing Act of 1968

Virginia Fair Housing Law

**Contracts and Procurement**

Vendor contracts; leasing and land use; construction

**Records Retention and Management**

**Intellectual Property and Technology Protection**

**Insurance and Risk Management**

**Federal / State litigation defense**

Employment law litigation

Personal injury litigation

**Board Governance**

Best Practices

Strategic / Sustainability Planning

Risk Management

Shared Governance

Diversity

Bylaws Updates

**Non-Profit Tax Compliance**

Unrelated Business Income Tax

Real Property Tax Planning and Appeals

Tax-exempt Financing

Endowments and Charitable Giving

**PUBLISHED ARTICLES**

Are California-Style Right of Recall and Worker Retention Laws Right for Virginia?

*LinkedIn*, October 22, 2020

New Employee Protections for Non-Payment of Wages Go Into Effect in Virginia

July 21, 2020

New Protections against Workplace Discrimination Based on Sexual Orientation, Gender Identity, and Pregnancy Now in Effect in Virginia

July 21, 2020

New Enhanced Whistleblower Protections for Virginia Employees Now in Effect

July 21, 2020

Virginia Law Now Prohibits Non-Compete Restrictions for Low-Wage Employees

July 21, 2020

Virginia Joins Lawsuit to Block Implementation of New Title IX Final Rule

June 15, 2020

Virginia Enacts New, Far-Reaching Employment Laws

*Arlington Chamber of Commerce Blog*, June 3, 2020

What Can Employers Ask and Do About Their Employee's Health During the Coronavirus Crisis? Answers from the EEOC  
April 14, 2020

Documentation and Recordkeeping: COVID-19 Paid Leave and Employer Paid Leave Tax Credits  
April 7, 2020

Emergency Paid Leave Laws: DOL Issues Additional FAQs to Answer Employer Questions  
April 2, 2020

Wages & Benefits Questions During the Coronavirus Business Downturn  
*Arlington Chamber of Commerce Blog*, April 1, 2020

DOL Issues Second FAQs: Provides More Guidance to Employers on Paid Leave Laws  
March 30, 2020

Trump Signs Law: U.S. Workers Get Expanded FMLA Leave and Paid Sick Leave  
March 19, 2020

House Amendments to Families First Coronavirus Act – Mixed Bag for Employee Leave Benefits  
March 18, 2020

Families First Coronavirus Response Act  
March 16, 2020

What Can I Ask Job Applicants? Some Basic Do's and Don'ts  
*LinkedIn*, November 13, 2019

New Virginia Law Requires Employer Disclosure of Requested Personnel Records  
October 3, 2019

Employers Take Heed: DOL Reiterates You Cannot Delay FMLA Designation Beyond Five Business Days  
*LinkedIn*, September 18, 2019

## **SEMINARS & EVENTS**

COVID-19 Vaccine Rollout: Key Legal Considerations for Employers

Online, Wednesday, March 10, 2021

COVID-19 Vaccines are Here: Key Public Health and Legal Considerations for Employers

Online, Wednesday, January 27, 2021

Remote Work Is Here to Stay: Key Legal Issues for Employers

Webcast recording - view on demand, Tuesday, December 15, 2020

2020 Legal Drama in the Commonwealth:

Online, Thursday, November 19, 2020

Overview of Virginia Department of Labor and Industry COVID-19 Regulations for Employers

Online, Tuesday, August 4, 2020

Webinar: Moving Beyond COVID-19 – EEOC/DOL/IRS Guidance and Getting Back to Business

Online, Friday, May 1, 2020

Webinar: Moving Beyond COVID-19

Online, Thursday, April 30, 2020