

INDEPENDENT INVESTIGATIONS & CONSULTING

We have conducted hundreds of investigations on both a national and international scale.

When there is an accusation of misconduct, we conduct thorough and fair-minded investigations while being sensitive to the complex dynamics and concerns of participants.

The end goal? To find the truth—so your institution can make sound, informed and legally defensible decisions.

When you need an objective perspective.

We have years of experience conducting independent investigations for major corporations, colleges and universities, public and private K-12 schools, national and international sports organizations, and non-profit organizations. Our skill and training allow us to conduct thorough and equitable investigations individuals or institutions are accused of misconduct. We also serve as neutral hearing officers, adjudicators, and appeal officers for institutions in disciplinary hearings.

We regularly investigate complaints involving harassment, discrimination, sexual abuse, sexual misconduct, bullying, interpersonal violence, failure to accommodate, stalking, boundary violations, and retaliation. At the conclusion of the investigation, we deliver clear written findings that enable organizations to make sound, informed and legally defensible decisions. And, if litigation should arise, we also have experience testifying at trial and defending our investigative findings in court.

We get the facts.

Because we understand the unique challenges and sensitivities that arise in investigations of sexual misconduct, we are skilled at conducting trauma-informed interviews, respecting individuals' privacy rights, and ensuring a fair process for both parties. Throughout the investigative process, we draw on our education law backgrounds and deep knowledge of the current laws and guidance around sexual misconduct, including state child protection and mandatory reporting laws, Title IX, FERPA, VAWA, the Campus SaVE Act, and the Clery Act.

CUSTOMIZED TRAININGS AVAILABLE UPON REQUEST

In addition to our investigative and neutral adjudicator services, we consult and offer customized trainings to institutions, including in the area of sexual misconduct prevention and response. In doing so, we provide specific and comprehensive recommendations to encourage reporting and improve response. We draft policies, procedures and protocols to enhance safety and reduce risk in the area of sexual misconduct. Our team also assists institutions in creating their Workplace Code of Conduct Handbooks and Student Code of Conduct Handbooks.

Available Training Modules:

- Preventing and Addressing Harassment and Discrimination
- Understanding and Remediating Unintentional/Implicit Bias
- Sexual Orientation Discrimination, Gender Identity Discrimination and Gender Bias in the Workplace
- Supporting Transgender Employees in the Workplace and/or Transgender Students at School
- Trauma-Informed Sexual Misconduct Investigations and/or Adjudications Training
- Navigating Common Workplace Disputes
- Title IX, FERPA, VAWA, the Campus SaVE Act, the Clery Act and Mandatory Reporting Laws
- Workplace Management
- Child Protection and Abuse Prevention

Custom trainings are designed specifically for an organization's needs.

OUR APPROACH

Whether it is small scale and low-profile or nationally visible with extensive media coverage, we treat each and every investigation with the same level of compassion, attention to detail and assurance of fair process. Our team works closely with Title IX Coordinators, Offices of Judicial Affairs, and Sanctioning Officials/Panels to ensure a smooth investigative process from start to finish. With sensitivity to both the difficulty of coming forward as well as being accused, we approach all investigations with neutrality and objectivity, gathering and analyzing all relevant evidence and applying the appropriate evidentiary standard to create a clear and comprehensive written report.

MEET KAI, LABOR & EMPLOYMENT ATTORNEY



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After years of representing colleges, universities and secondary schools, Kai launched an independent investigation practice and now serves as an external investigator for organizations and academic institutions around the world. Kai frequently conducts high-profile investigations involving abuse, serious misconduct, and discrimination. Kai is an approved investigator by United Educators and has received certifications from the Association of Workplace Investigators, Title IX ASAP Training, and ATIXA (Level Two Civil Rights Investigator). Kai has developed training programs for schools and regularly consults and offers training to colleges, universities and secondary schools throughout New England on sexual misconduct prevention and response. Kai is a frequent speaker at the Independent School Association of New England and the Maine Association of Independent Schools. She spoke on a panel of experts at the Sports Lawyers Association Annual Conference in Los Angeles and has been quoted in the Washington Post and ESPN.

MEET SARA, LABOR & EMPLOYMENT ATTORNEY



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Having fought for both schools and institutions, students and families, Sara knows employment, student rights and the education system like the back of her hand, with years of experience on both sides of the bench. Sara has represented public and private sector education clients on a variety of matters, and has handled complaints before the Maine Human Rights Commission and the federal Office for Civil Rights. Sara has also received training on sexual misconduct investigation by United Educators and provides consulting services and training on sexual misconduct issues to school administrators throughout New England. In addition, Sara's experience as a Labor Relations Manager for the University of Maine System gave her crucial on-the-ground experience in collective bargaining, grievance resolution and workplace and sexual misconduct investigations.

MEET AMBER, LABOR & EMPLOYMENT ATTORNEY



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Amber has represented a host of businesses and schools in employment, contract and civil rights litigation in state and federal court and has handled complaints before the Maine Human Rights Commission, the Equal Employment Opportunity Commission and the federal Office for Civil Rights. Amber is also a trained, trauma-informed external investigator, conducting investigations in the workplace, at educational institutions and for sports organizations. Amber is an approved sexual misconduct investigator by United Educators and has received certifications from The National Center for Campus Public Safety and The Forensic Experiential Trauma Interview (FETI). Her experience as outside counsel for businesses and educational institutions allows her to approach investigations with a strong understanding of the complexities of an organization's policies and procedures.

MEET ABBEY, LABOR & EMPLOYMENT ATTORNEY



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Abbey has experience with the full gamut of Title IX issues as well as their interaction with the student discipline process. She also has legal experience counseling governmental entities and educational organizations on civil rights and special education, and now uses her background and skills working with children as a Guardian ad litem to handle investigations for educational institutions and sports entities faced with responding to allegations of sexual abuse and harassment. She is an ASAP Title IX and FETI certified civil rights investigator specifically trained in trauma informed investigation techniques, and is also an approved sexual misconduct investigator by United Educators. She approaches every engagement with an open mind and open ears, and stresses fairness, both sides' right to be heard, and the importance of an equitable, thoughtful and thorough process—ensuring that all involved feel that they have had a meaningful opportunity to be heard on what are often difficult and deeply personal events.