

CAMPUS INVESTIGATIONS & CONSULTING

In conducting hundreds of investigations on both a national and international scale, we have earned a reputation for carrying out equitable, thorough and fair-minded investigations that prioritize sensitivity to the complex dynamics and concerns of all 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 outside, neutral investigations for public and private colleges, universities & K-12 schools.

Our skill and training allow us to conduct equitable and reliable investigations when individuals or institutions are accused of misconduct. We regularly investigate complaints involving Title IX sexual harassment as well as other harassment, discrimination, sexual abuse, sexual misconduct, bullying, dating violence, failure to accommodate, stalking, boundary violations, and retaliation. We deliver clear reports with factual 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 meet your school's needs.

With a deep understanding of the unique challenges and sensitivities that arise in these investigations, we are skilled at conducting trauma-informed interviews, respecting individuals' privacy rights, and ensuring an equitable process for both parties. Throughout the investigative process, we draw on our education law backgrounds and extensive 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

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:

- Trauma-Informed Sexual Misconduct Investigations and/or Adjudications Training
- 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
- 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

In addition to conducting investigations, we also serve as:

- Hearing Officers/Chairs
- Appeal Officers
- Informal Resolution Facilitators
- Trainers and Consultants

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

MEET KAI, INDEPENDENT INVESTIGATOR



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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, INDEPENDENT INVESTIGATOR



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In addition to providing advice and counsel to colleges, universities, and secondary schools, Sara serves as an impartial, external investigator in complex and publicized misconduct matters throughout the country, often regarding misconduct complaints involving students, faculty, personnel, coaches, and athletes. Sara is an approved sexual misconduct investigator by United Educators, and has received extensive training on sexual misconduct investigation. She has conducted and overseen hundreds of misconduct investigations involving all manner of issues, including discrimination, harassment, bullying, and sexual misconduct. Sara also provides consulting services and training on responding to harassment and misconduct and conducting thorough and impartial investigations to school administrators throughout New England.

MEET AMBER, INDEPENDENT INVESTIGATOR



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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, INDEPENDENT INVESTIGATOR



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As a former student dean at a small residential college, Abbey has experience with the full gamut of Title IX issues and their interaction with the student discipline process. She also has legal experience counseling educational organizations on issues including civil rights and special education, and now uses her background as a Guardian ad litem and mediator to handle investigations for schools 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.