



## E. Katherine Hajjar

### Senior Counsel

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### Profile

**Kate, co-deputy chair of the firm's higher education practice, provides advice and counsel to colleges and universities, independent and charter schools, cultural organizations, social service agencies and nonprofit entities. She brings over a decade of experience in the field of higher education and labor and employment practice.**

Kate recently rejoined Bond's New York City office after serving as Associate General Counsel at the Fashion Institute of Technology (FIT). As Associate General Counsel, Kate advised on a wide range of legal and policy issues facing an internationally recognized public institution for design, fashion, art, communications and business.

Kate has extensive experience in the area of faculty and student affairs, academic affairs, union and non-union employment matters, First Amendment issues, investigations, reasonable accommodations, hiring and termination practices, academic freedom and risk management strategies.

Her practice covers the range of laws that govern the operation of the above-mentioned institution types; she has extensive experience on matters involving Title IX of the Education Amendments of 1972 and the Clery Act, the Family Educational Rights and Privacy Act (FERPA), the Americans with Disabilities Act (ADA) and Section 504, the New York Education Law, including Articles 129-A and 129-B, the New York State Human Rights Law and the New York City Human Rights Law.

Kate also trains personnel on how to conduct effective internal investigations and prevent harassment and discrimination in the workplace, and in education settings. She drafts and works with clients to develop institution specific policies and procedures applicable to students, faculty and staff in academic settings.

Kate is an active member of the National Association of College and University Attorneys (NACUA) and serves as a Co-Coordinator of the New York NACUA Affinity Group.

### Honors & Affiliations

- National Association of College and University Attorneys (NACUA)
- New York City Bar Association

### Representative Presentations

### Education

- Cornell Law School (J.D. 2011)
- Cornell University (B.A. 2007)

### Bar/Court Admissions

- New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York

### Practices

- Higher Education
- Labor and Employment
- School Law

- Speaker, "Navigating the Higher Education Regulatory Landscape," CICU Annual Conference, March 11, 2024
- Tough Admissions Issues: Race-Conscious Policies, Revocations, and Pre-Enrollment Misconduct, Annual Conference of the National Association of College and University Attorneys, June 24-27, 2018
- Moderator, Managing Student Health and Safety Abroad: From Sexual Assaults to Suicidal Students, NACUA Annual Conference, June 28, 2017
- Moderator, Ensuring That Your Institution's Website is ADA-Compliant: Key Issues for U.S. Colleges and Universities, Moderator, Higher Education Council of the Employment Law Alliance Webinar, May 24, 2016
- Workplace Violence: Preventing and Responding to the Unthinkable, Bond Labor and Employment Law Breakfast Briefing, April 28, 2016
- Employment Law Alliance Workplace Violence Webinar, March 21, 2016
- Discussion Leader, Investigations and Role of Fair Process and Single Fact Finder, NACUA CLE Workshop, January 22, 2016
- Sexual Assault in the K-12 Schools: Prevention and Response, New York City Bar Association, November 10, 2015
- N.Y. Educ. Law Article 129-B, Bond Client Seminar, July 8, 2015
- Best Practices for Managing Employee Terminations, Bond Workplace Labor & Employment and Human Resources Seminar, May 14, 2015

## Representative Publications

- "Further Breaking News for New York State Institutions: State Provides Clarification on Article 129-B Audit," *Higher Education Law Report*, July 8, 2017
- "Breaking News for New York Institutions: State to Narrow Scope of Article 129-B Audit," *Higher Education Law Report*, July 6, 2017
- "N.Y. Education Law Article 129-B Notice of Audit Issued to New York Colleges and Universities," *Higher Education Law Report*, June 30, 2017
- "Supreme Court Remands Gloucester County School Board v. G.G., Will Not Hear Transgender Student's Case," *Higher Education Law Report*, March 7, 2017
- "U.S. Department of Justice and Department of Education Rescind Obama Era Guidance on Transgender Students," *Higher Education Law Report*, February 24, 2017
- "Supreme Court Will Review Fourth Circuit Decision in Transgender Student's Rights Case," *Higher Education Law Report*, October 31, 2016
- "Highlights of New York State Guidance on N.Y. Education Law Article 129-B," *Higher Education Law Report*, June 9, 2016
- "Fourth Circuit Decides Case on Transgender Students' Rights," *Higher Education Law Report*, May 5, 2016
- "Second Circuit Decisions in Glatt and Wang Likely Preserve Essential Internship Opportunities," *Higher Education Law Report*, July 30, 2015
- Amicus Brief on behalf of the American Council on Education *et al.* to the Second Circuit Court of Appeals, April 3, 2014