



Seth F. Gilbertson

Member

sgilbertson@bsk.com
The Avant Building - Suite 900
200 Delaware Avenue
Buffalo, NY 14202-2107
(716) 416-7130
(716) 416-7001 fax

600 Third Avenue, 22nd Fl
New York, NY 10016-1915
(646) 253-2348

Profile

Seth brings direct experience in labor and employment, student affairs, investigations, and regulatory compliance matters to his clients, with an emphasis on educational institutions and nonprofits. Having served as a senior in-house advisor and outside counsel to institutions of all sizes, including the State University of New York (SUNY) system, Upstate Medical University and the University at Buffalo, Seth understands the needs of a variety of institutional clients.

Before joining Bond in 2022, Seth was chief labor and student affairs counsel for several SUNY campuses across New York and he served as primary system counsel for international programs, applied learning, records management, and other key issues. Today, Seth is a leading voice and trusted advisor on matters ranging from Title IX to artificial intelligence.

Seth regularly handles labor and employment cases, including investigations and cases before the New York State Division of Human Rights and the Equal Employment Opportunity Commission. He is nationally recognized as an expert in Office for Civil Rights investigations and has managed federal and state Clery Act, OFCCP and Title IX audits. With his understanding of institutional dynamics and regulatory requirements, Seth drafts and advises organizations on policies and governance documents, including student and employee handbooks, international programs, student accessibility, discrimination complaint procedures, and records management. He has led and served as counsel to task forces on student wellness and students with disabilities, he negotiated enterprise level contracts with organizations including Google and Microsoft, and he helped orchestrate a major bilateral student exchange program between New York State and China.

Seth is a frequent presenter at national higher education conferences, including Legal Issues in Higher Education and the National Association of College and University Attorneys' conferences, workshops and webinars.

Honors & Affiliations

- National Association of College and University Attorneys
 - Committee on Legal Education, 2020-2022
 - Planning Committee for Annual Conferences, 2014-2015, 2018-2020
 - Leader, International Track, 2014, 2019

Education

- Albany Law School (J.D., *cum laude*, 2006)
Editor-in-Chief, *Albany Law Review*, Volume 69
- Saginaw Valley State University (B.A., *cum laude*, 2003)

Bar/Court Admissions

- New York

Practices

- Labor and Employment
- Higher Education
- Government and Regulatory Affairs
- Artificial Intelligence

- Editorial Board, *The Journal of College and University Law*
- Strategic Planning Committee, 2016-2017
- Recipient, NACUA's First Decade Award, 2016
- NACUA Advisory Group on the Transition of JCUL
- New York State Bar Association, Law, Youth and Citizenship Committee, Mock Trial Sub-Committee, 2008-Present

Representative Publications

- Co-Author, "Legal and Ethical Issues Surrounding the Use of Crowdsourcing Among Healthcare Providers," *Health Informatics Journal*, 2018
- "Town and Gown: Effective Legal Strategies Promoting Cooperation Between Institutions of Higher Education and their Host Municipalities," *American Bar Association*, 2013
- Internship and Externship Programs Under the Fair Labor Standards Act, *NACUANOTE*, May 2011
- Co-Author, Outsourcing@YourUniversity.edu, *NACUANOTE*, December 2009
- New Hampshire High Court Study: 'Live Free Or Die,' But In The Meantime . . . , 69 ALB. L. REV. 591; (Winner of 2006 Scribes Award)

Representative Presentations

- An Interview with Seth Gilbertson and Lisa Feldman, Pay Transparency Law, Legally Bond Podcast, February 6, 2023
- Moderator, Ethically Navigating the Changing Landscape of Reproductive Rights on Campus, NACUA Virtual CLE Workshop, January 26, 2023
- Speaker, Anatomy of an OCR Investigation, NACUA Virtual CLE Workshop, January 26, 2023
- Moderator, What is Academic Freedom?, Legal Issues in Higher Education Conference, The University of Vermont, October 18, 2022
- Moderator, Ask an Expert - Free Speech on Campus, Legal Issues in Higher Education Conference, The University of Vermont, October 19, 2022
- Moderator, Fireside Chat on Campus Safety - the View from D.C., Legal Issues in Higher Education Conference, The University of Vermont, October 20, 2022
- Discussion Leader, Education Abroad in the Post-Pandemic World: Lessons Learned and Where to Improve, 2022 NACUA Annual Conference, June 28, 2022
- Speaker, Exporting Title IX (again): How to Prepare for the New Regulations (again), NAFSA Region X, 2022
- Speaker, Study Abroad Accommodations Under the Law, NAFSA Region X, 2022
- Moderator, 30 Years of the Clery Act: Looking Back and Moving Forward on a Critical Safety and Consumer Protection Law, NACUA Virtual CLE Workshop, Fall 2021
- Speaker, In a State of Flux: The Future of Employment Compliance Admire the Pandemic's Effects, NACUA Virtual CLE Workshop, Fall 2021

- Speaker, Experience is the Best Teacher: Managing Risk in Internships, Clinical Placements, and Other Experiential Education Programs, NACUA Webinar, May 27, 2021
- Speaker, Service Learning and Internships Abroad, 2019 NACUA Annual Conference, June 24, 20219

Other Activities

- Bill Lagalo Foundation, Inc., Secretary and General Counsel
- University of Vermont Legal Issues Conference, Board of Advisors
- University at Buffalo Child Care Center, President, Board of Directors
- Journal of the Scholarship of Engagement (JoSE), Board of Directors