



Megan L. Anderson

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MINNEAPOLIS

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PRACTICE AREAS

Affirmative Action

Class, Collective & PAGA
Representative Actions

Employment & Labor

Employment Contracts &
Agreements

Entrepreneurial Services

Higher Education

trainED

Training

Employment Litigation

Traditional Labor

Data Privacy & Cybersecurity
Compliance

Nonprofit & Tax-Exempt
Organizations

Health Law

Franchise Employment & Labor
Issues

Counseling & Policy

Megan Anderson is an MSBA-certified employment and labor law specialist and proactively partners with businesses, non-profit organizations, and higher education institutions to ensure employment law compliance and prevent legal claims. In addition, Megan works with colleges and universities on higher education and student affair compliance matters. Megan regularly advises and trains employers on the full range of employment law issues, including hiring, compensation, performance management, termination, discrimination, harassment, retaliation, workplace violence, leaves of absence, accommodations, employment policies, and employment-related contracts. In addition, she advises and trains higher education institutions on a host of higher education compliance issues, including but not limited to Title IX, the Violence Against Women Reauthorization Act (VAWA), and the Clery Act.

In addition to providing preventative counseling and training services, Megan conducts investigations and legal compliance reviews for employers and higher education institutions. She also regularly represents employers and higher education institutions in administrative actions and in litigation when claims do arise.

Representative Experience

Employment Matters

- Advised a number of nonprofit organizations on reasonable compensation rules for executives
- Advised multiple clients on workplace violence prevention and response matters



Development

INDUSTRIES

Agribusiness & Food

Higher Education

trainED

Health Care

Education

COURT MEMBERSHIPS

- Minnesota
- U.S. District Court District of Minnesota
- U.S. Court of Appeals, Eighth Circuit
- U.S Supreme Court

EDUCATION

University of Minnesota Law School, J.D., *magna cum laude*

- Order of the Coif

Duke University, B.A., *cum laude*, Public Policy Studies

- Conducted transgender sensitivity training for employer in connection with employee's gender transition
- Represented multiple businesses on the employment law aspects of a business acquisition
- Conducted multiple investigations of allegations of employee workplace misconduct
- Obtained dismissals of charges of discrimination and/or retaliation filed with the Equal Employment Opportunity Commission, Minnesota Department of Human Rights, and other agencies
- Obtained summary judgment and appellate rulings dismissing multiple race discrimination actions brought against a private employer
- Defended and successfully resolved a putative class action involving employee misclassification and wage and hour claims
- Obtained over \$1 million civil judgment against a former employee as a result of his embezzlement of employer funds

Higher Education Matters

- Obtained dismissal of charge of discrimination filed with the U.S. Department of Education
- Obtained dismissal of race and gender discrimination claims filed by student in federal district court
- Successfully represented higher education institutions in litigation arising out of institutional sexual misconduct proceedings
- Conducted a privileged compliance review of Clery Act and Title IX policies, procedures, and practices of a private college located in Iowa
- Conducted a privileged compliance review of a private university's drug and alcohol prevention program
- Conducted an investigation of alleged sexual misconduct by a student of a private Minnesota college
- Conducted a hazing investigation for a private Minnesota college involving allegations of hazing within Greek organizations
- Provided interim Title IX coordinator services

Events

- Employment & Labor Law Seminar - Minneapolis Area
May 4, 2022

- Employment & Labor Law Seminar - Kansas City Area
April 12, 2022
- Lathrop GPM Employment and Labor Law Update
November 2, 2021
- State of Litigation Virtual Event Series
Session 1 - Wednesday, June 9; Session 2 - Wednesday, June 16;
Session 3 - Wednesday, June 23
- Guidance on Return to Work Issues in the COVID-19 Vaccination
Era
May 19, 2021
- State of Litigation Virtual Event Series
Session 1 - Thursday, July 16; Session 2 - Thursday, July 23;
Session 3 - Thursday, July 30
- Webinar: Guidance for Employers on Reopening and Returning to
Work
May 12, 2020
- COVID-19 Webinar: The Employer's Perspective
March 26, 2020
- 2019 Employment and Labor Law Seminar
April 9, 2019
- Medical Marijuana in Minnesota: Smoking Out the Highlights
December 2, 2014
- Fisher v. University of Texas—What it Means for Your Campus
September 12, 2013
- Human Resources Compliance Breakfast Briefing & Webinar
Series: Social Media & Technology Risks
January 8, 2013
- From Facebook to Foursquare to FaceTime: Tips for Managing Your
Employees in an Age of Rapidly Changing Information Technology
Business Breakfast
September 28, 2011

Presentations

- Co-presenter, "Employment Law Update," and "The Future of DE&I,"
" Lathrop GPM 2023 Employment & Labor Law Seminar, October
24, 2023 (Minneapolis)
- Co-presenter, "Employment and Higher Ed Legal Update,"
MnCUPA-HR, June 16, 2023
- Presenter, "Mitigating ADA Risk - How to Get Managers, HR, and
Legal on the Same Page on Understanding and Complying with

ADA Obligations," Upper Midwest Employment Law Institute, May 18, 2023

- Presenter, "The Framework of the Americans with Disabilities Act (ADA) - ADA Coverage Issues," Minnesota CLE, December 2022
- Presenter, "Best Practices for Deciding Who Will Work Remotely," Minnesota CLE, August 2022
- Presenter, "Hot Issues in Employment Law for Health Care Providers," Lathrop GPM Health Law Seminar, September 22, 2022
- Co-presenter, "Higher Education and Employment Law Update" Minnesota Chapter of the College and University Professional Association for Human Resources, June 15, 2022
- Presenter, "Managing Employee Performance to Promote Success and Mitigate Risks" North Star SHRM meeting, June 8, 2022
- Co-presenter, "LGBTQ+ Employee Rights - The Newest Developments," Upper Midwest Employment Law Institute, May 24, 2022
- Co-presenter, "Employment Law Update," Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)
- Co-presenter, "COVID Aftermath & Remote Work Issues," Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)
- Presenter, "Managing Employee Performance to Promote Success and Mitigate Risks," MN SHRM 2021 Annual Conference, October 12, 2021
- Podcast Guest, "Episode 292: Considerations and Protections for LGBTQ+ Students in Higher Education," Employment Law Alliance Podcast, September 22, 2021
- Presenter, "Purchase and Sale of a Business: Employment Law and Employee Benefits," Minnesota CLE, April 2021
- Co-presenter, "Employment and Benefits Update: The Impact of the MeToo Movement, Rollbacks, and Executive Compensation Changes," Gray Plant Mooty 22nd Annual Health Law Conference, July 19, 2018
- Co-presenter, "LGBTQ Workplace Rights: An Evolving Civil Rights Frontier," Gray Plant Mooty 2017 Employment and Labor Law Seminar, May 1, 2017
- Presenter, "Gender Identity Rights in the Workplace: The New Civil Rights Frontier," MN Employment Law Institute Webinar, July 20,

2016

- Presenter, "Transgender Students and Employees: The New Civil Rights Frontier," trainED, February 11, 2016
- Presenter, "Employment Law Update," 2015 MN SHRM Conference, October 12, 2015
- Presenter, "The Americans With Disabilities Act (ADA) and The New Minnesota Women's Economic Security Act (WESA)," Aging Services of Minnesota's 2014 Annual Meeting and Leadership Forum, September 18, 2014
- Presenter, "Employment Law Update," GPM 18th Annual Health Law Conference, July 17, 2014
- Presenter, "Two Sides of the Same Coin: Balancing Workplace Diversity Initiatives and Nondiscrimination Laws," 2014 Nonprofit Leadership Conference, McNamara Alumni Center, June 26, 2014
- Co-presenter, "Employee Handbooks: What's In, What's Out, and What's New," GPM Employment Law Seminar, April 1, 2013
- Co-presenter, "Social Media Compliance: Tips for Hiring and Managing Employees in a Rapidly Changing High Tech Age," GPM Employment Law Seminar, April 1, 2013
- Presenter, "Employment Law Update," GPM Employment Seminar, October 1, 2011
- "Employee Handbooks: What's In, What's Out, and What's New?," MN Banker's Association Seminar, September 1, 2011
- "Harassment and Bullying in the Workplace," Minnesota Telecom Alliance's HR and Office Managers Peer Group, April 1, 2011
- "Documenting Poor Performance & Termination Basics," Minnesota Telecom Alliance's Annual Convention, March 1, 2011
- "Who Gives a Tweet About Social Media? Hiring and Employment Practices in a High-Tech World," GPM Employment Law Seminar, April 21, 2010
- "Employee Handbooks: What's In, What's Out," Minnesota Telecom Association Convention, March 1, 2010
- "Employee Handbooks: What's In, What's Out," Minnesota Telecom Association Convention, March 1, 2010
- "Conducting Lawful Background Checks in a High Tech World," Aging Services of America, October 1, 2009
- "The Amended ADA, FMLA, and New Regulations: What You Need to Know" Minnesota Telecom Association's Human Resources group, September 1, 2009

- "Hope for the Best, but Prepare for the Worst: Workplace Violence Prevention and Response Planning," Hennepin County Bar Association CLE, May 1, 2009
- "Planning for Stress: Maintaining Sanity and Legality When Downsizing in the Current Economy," Ridgeview Business Health Seminar, April 1, 2009
- "Hope for the Best, but Prepare for the Worst: Workplace Violence Prevention and Response Planning," Gray Plant Mooty Employment Seminar, October 1, 2008
- "Violence Prevention & Response Planning in the Wake of Virginia Tech," MNCUPA HR Seminar, October 1, 2007
- "Crisis and Disaster Management for HR Professionals," Gray Plant Mooty Employment Seminar, March 1, 2007
- "Employment Law Issues in Asset Transactions," Minnesota State Bar Association Continuing Legal Education, January 1, 2007
- "Managing Employee Leaves of Absence," Gray Plant Mooty Employment Seminar, October 1, 2005
- "Retaliation Claims: Wagging the Dog," Gray Plant Mooty Employment Seminar, October 1, 2005
- "Privacy, Electronic Communications & Recordkeeping," Gray Plant Mooty Employment Seminar, January 1, 2003
- "Year in Review: Important Labor and Employment Law Decisions from the 2001-02 U.S. Supreme Court Term," Hennepin County Bar Association Continuing Legal Education, September 1, 2002
- "Post 9/11 Issues In The Workplace," Hennepin County Bar Association Continuing Legal Education, December 1, 2001
- "Web Site, Internet, And E-Mail Risk Management," Gray Plant Mooty Seminar, July 1, 2001
- "Workshop on Managing Workplace Violence," Gray Plant Mooty Seminar, June 1, 2001

Publications

- Chapter Author, "Employment Law Issues in the Sale of Business Transactions, Purchase and Sale of a Business Deskbook - 1st Edition," Minnesota CLE, June 2022
- Chapter Co-author, "Who Will Work Remotely, How Often, and Who Decides? A Practical Guide To Remote & Hybrid Workplaces Deskbook," Minnesota CLE, May 2022

- Co-author, "Implications for Colleges and Universities of Expanded Legal Protections for LGBTQ+ Students, Faculty and Staff," *JD Supra*, October 25, 2021
- Chapter Author, "ADA Coverage Issues, *The ADA Handbook: Employment Practices Under Title I of the Americans With Disabilities Act Deskbook - 2nd Edition*," Minnesota CLE, September 2020
- Author, "Changing LGBTQ+ Workplace Demographics And Rights: How Prepared Are You?," *HR Legal & Compliance Excellence*, May 31, 2018
- Co-author, "Mpls. and St. Paul sick leave ordinances take effect July 1," *KARE 11*, June 28, 2017
- Co-author, "Prepare Now for Minneapolis and St. Paul's Paid Sick Leave Ordinances," *Star Tribune*, November 6, 2016
- Chapter Co-author, "A New Age for Campus Safety: Sexual Violence, Relationship Violence, and Stalking, *Emerging Issues in College and University Campus Security*," *Aspatore*, August 8, 2015
- Co-author, "More than being PC: Transgender rights in the workplace," *Star Tribune*, August 2, 2015
- Author, "NLRB, EEOC Confidentiality Stance Muddles Investigations," *The HR Specialist*, October 1, 2013
- Author, "Employers Win Nassar Battle, But Retaliation War Continues," *The HR Specialist*, September 1, 2013
- Co-author, "Franchised Employees Might Be Employees of Franchisor," *Law Journal Newsletters, Franchising Business & Law Alert*, Volume 19, Number 6, March 1, 2013
- Author, "It's Time To Review Your Criminal History Screening Practices," *Business Management Daily*, August 22, 2012
- Author, "7 Ways You Can Put An End To Workplace Bullying," *Minnesota Employment Law*, October 1, 2011
- Author, "After Supreme Court Decision, What You Must Do To Prevent Retaliation," *Minnesota Employment Law*, April 1, 2011
- Author, "Conducting Online Background Checks? Beware The Pitfalls," *Minnesota Employment Law*, October 1, 2010
- Author, "Reasons To Prepare Your Workplace For A Possible Flu Pandemic," *MinnesotaBusiness.com*, June 1, 2009
- Author, "Preparing Your Workplace For A Possible Swine Flu Pandemic," *Minnesota Employment Law*, April 27, 2009

- Author, "Workplace violence: Hope for the best but plan for the worst," *Minnesota Employment Law*, December 1, 2008
- Co-author, "Court Watch: Prevention Tips—Retaliation," *EPLI Monitor*, a publication by Gen Re Research, November 1, 2008
- Co-author, "Campus Safety Plan Checklist," *Connections*, The Bi-Annual Newsletter of MNCUPA-HR, July 1 2008
- Author, "One Year Later—Campus Safety Efforts Following the Virginia Tech Tragedy," *Education Law Update*, April 1, 2008
- Author, "Is Your Employee Handbook Updated?: Policies To Consider Revising or Adding to Your Handbook," *Employment Edge 73rd Edition*, July 1, 2007
- Author, "Employment Law Issues in Asset Transactions," Minnesota State Bar Association Continuing Legal Education, January 1, 2003

Client Alerts And Blog Posts

- Federal Trade Commission Non-Compete Clause Rule May Exempt Certain Nonprofit and Other Types of Employers
April 26, 2024
- FTC Approves Final Rule, Would Ban Most Employment Non-competes Agreements
April 24, 2024
- Employers Should Take Note of Important Minnesota Employment Law Developments From the 2023 Legislative Session
July 13, 2023
- OFCCP Portal for Federal Contractors Launching February 1, 2022
January 27, 2022
- Implications for Colleges and Universities of Expanded Legal Protections for LGBTQ+ Students, Faculty and Staff
October 28, 2021
- Federal Task Force Issues Guidance Regarding Federal Contractor and Subcontractor Vaccination Requirements
September 29, 2021
- Opening for Business? Issues for Employers
May 4, 2020
- DOE Releases Institutional Portion of CARES Act Funding to Higher Education Institutions, Publishes New FAQ for Student Grants Funding
April 30, 2020

- First Wave of CARES Act Funding to Higher Education Institutions is Announced
April 17, 2020
- Employment Alert: Employer Documentation Required to Support New Paid Leaves, and Related Tax Credits, Detailed by DOL and IRS
April 8, 2020
- Employment Alert: DOL Issues Q&A on Families First Coronavirus Response Act, Setting April 1 Effective Date for Paid Leave Provisions
March 25, 2020
- Employment Alert: Coronavirus Response Act Provides for Paid Sick Leave and Paid FMLA Leave
March 18, 2020
- Employment Alert: Coronavirus and the Workplace
March 6, 2020
- eBenefits Alert: Court Strikes Down Affordable Care Act as Unconstitutional
December 19, 2018
- Employment and Benefits Law Alert: Developments of the First 100 Days
March 2, 2017
- Stay Tuned! Federal Court Set to Issue Pre-Thanksgiving Ruling on Motion to Delay New Federal Overtime Rules
November 18, 2016
- Minnesota Supreme Court to Weigh in on the Minneapolis Fight for \$15
August 26, 2016
- Higher Education Alert: Supreme Court Upholds Affirmative Action in Higher Education
July 7, 2016
- Is Your Company Up to Speed on How to Minimize the Risk of Retaliation Claims?
December 23, 2015
- Is Paid Sick Leave On its Way to a Minneapolis Workplace Near You?
October 7, 2015
- D.C. Appeals Court Upholds Overtime Pay Requirement for Home Care Workers Employed by Third Parties
August 27, 2015

- The ADAs Quarter Century Anniversary is Marked by New Enforcement Initiatives
July 23, 2015
- Recent NLRB General Counsel Report Means It's Time to Review and Update Those Employee Handbooks Again
May 11, 2015
- Supreme Court Gives Employers a New, But Not Very Sharp, Tool for their Defense Arsenal Against the EEOC
April 30, 2015
- Minnesota WESA Round II: Are Paid Sick Leave and Expanded Family Leave Protections on the Way?
February 5, 2015
- Medical Marijuana Roundtable: Top Ten Takeaways
December 15, 2014
- Combating Ebola in the Workplace and Fearbola Too!
November 13, 2014
- Think Before You Snail Mail Those FMLA Notices
August 21, 2014
- President Obama to Use His Pen and Phone to Expand LGBT Workplace Protections
June 18, 2014
- Set Your Target on Data Security in 2014
December 31, 2013
- Take Care When Succession Planning To Avoid Age Discrimination Claims
October 16, 2013
- Class Action Waivers Gain Momentum as More Courts Reject NLRB Ban on Waivers
August 28, 2013
- Two Minnesota Cases Provide Important Reminder of Minnesotas Marital Status Discrimination Law
May 30, 2013
- Is Your Handbook Disclaimer Watering Down Your Technology and Social Media Policy?
April 3, 2013
- Reflecting on the Presidents Behind Our Landmark Civil Rights and Employment Laws
February 18, 2013
- Time to Make Your 2013 Employment Law Resolutions
January 3, 2013

- The U.S. Supreme Court Hears Argument on Who Constitutes a Supervisor Under Harassment Law
November 28, 2012
- NLRB Upholds Employers Firing Based on Employees Facebook Post
October 3, 2012
- Between a Rock and a Hard Place: The NLRB and EEOC Challenge Confidentiality Requests During Investigations
August 30, 2012
- In the Employment Discrimination Context, Can Two Wrongs Make a Right?
July 25, 2012
- EEOC Breaks New Ground And Holds that Transgender Discrimination Violates Federal Law
May 21, 2012
- EEOC Strengthens Discrimination Protections for Ex-Offenders
May 17, 2012
- Minnesota's Governor Dayton Vetoes Litigation Reform Bills
February 13, 2012
- A New Year's Resolution: Implement or Update Your Technology Policy
December 21, 2011
- Dont Forget About the Digital Divide When Hiring Online
October 13, 2011
- What Are Your Employees Watching at Work?
July 21, 2011
- NLRB Issues a Trio of Complaints on Facebook Firings
May 27, 2011
- Employment Edge 123rd Edition—Are You Prepared to Comply with the New ADA Regulations?
May 19, 2011
- Does Your Company Have a Workyard Bully?
April 22, 2011
- Can We Learn Employment Law Lessons From the Hollywood Stars?
March 9, 2011
- Dont Get Burned by the Cats Paw
March 7, 2011

- Employment Edge 121st Edition—The Supreme Court Upholds the “Cat’s Paw” Theory of Employment Discrimination
March 4, 2011
- Employment Edge 114th Edition—Look Before You Leap into the High-Tech World of Online Screening
October 13, 2010
- Employment Edge 111th Edition—The Quon Decision: The Supreme Court Upholds a Government Employer’s Search of Text Messages and Discusses the Importance of Clearly Communicated Technology Policies
June 18, 2010
- "Reasons To Prepare Your Workplace For A Possible Flu Pandemic," www.MinnesotaBusiness.com
June 1, 2009
- Employment Edge 100th Edition—Preparing Your Workplace for a Possible Flu Pandemic
April 29, 2009
- Education Law Update - One Year Later - Campus Safety Efforts Following the Virginia Tech Tragedy
April 1, 2008
- Employment Edge 73rd Edition - Minnesota Law Requires Employers To Give New Hires Written Notice Of Personnel File Rights
July 1, 2007

In The News

- Minnesota Public Radio Interviews Megan Anderson on Working from Home
May 12, 2020
- "More than being PC: Transgender rights in the workplace," Star Tribune
August 3, 2015
- Employment Law Attorneys Megan Anderson and Julie Giddings Discuss Transgender Workplace Rights
August 3, 2015

News Releases

- Eight Lathrop GPM Attorneys Named Lawyer of the Year, 89 Ranked as The Best Lawyers in America©
August 17, 2023

- 14 Lathrop GPM LLP Practice Groups and 35 Attorneys Ranked in Chambers USA 2023
June 1, 2023
- Six Lathrop GPM Attorneys Named Lawyer of the Year, 95 Ranked as The Best Lawyers in America©
August 18, 2022
- Lathrop GPM Attorneys Named 2022 Minnesota Super Lawyers and Rising Stars
July 18, 2022
- Chambers USA 2022 Names Lathrop GPM a Top Law Firm, Franchise Group Ranked Nationwide
June 1, 2022
- Seven Lathrop GPM Attorneys Named Lawyer of the Year, 100 Ranked as The Best Lawyers in America©
August 19, 2021
- Lathrop GPM Attorneys Named 2021 Minnesota Super Lawyers and Rising Stars
July 22, 2021
- Chambers USA 2021 Names Lathrop GPM a Top Law Firm, Franchise Group Ranked Nationwide
May 20, 2021
- Lathrop GPM Attorneys Named to The Best Lawyers in America©, Lawyer of the Year, and Ones to Watch for 2021
August 20, 2020
- Chambers USA 2020 Names Lathrop GPM a Top Law Firm, Insurance Recovery Team Earns New Recognition, Franchise Group Ranked Nationwide
April 23, 2020
- Lathrop GPM Develops COVID-19 Client Response Team
March 18, 2020
- Gray Plant Mooty Attorneys Named The Best Lawyers in America© 2020
August 15, 2019
- Gray Plant Mooty Recognized as Leader in Chambers USA 2019
April 26, 2019
- Gray Plant Mooty Recognized as Leader in Chambers USA 2018
May 3, 2018
- Gray Plant Mooty Offers Training to Prevent and Respond to Sexual Harassment in the Workplace
February 13, 2018

- Gray Plant Mooty Attorneys Assist in the Publishing of The Franchise Law Review
February 21, 2014
- Gray Plant Mooty Files Amicus Brief in US Supreme Court Case
August 20, 2012
- Gray Plant Mooty's Anderson, Lehmann, Mathison are MSBA Certified Labor and Employment Law Specialists
April 4, 2012

Professional Affiliations

- Federal Bar Association
- Minnesota Management Attorney's Association
- National Association of College and University Attorneys (NACUA)

Honors

- *Chambers USA: America's Leading Lawyers for Business*, Minnesota Labor & Employment, 2018-2023
- Selected among *The Best Lawyers in America*®, 2020-2024
- "Minnesota Super Lawyer®," *Thomson Reuters*, 2021-2022
- "North Star Lawyers," Minnesota State Bar Association, 2012
- White Belt in Legal Lean Sigma®
- "Minnesota's Top Lawyers," *Minnesota Monthly*, 2022
- "Rising Star," *Minnesota Law & Politics*, various years