Tana S. VanGoethem

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PRACTICE AREAS

trainED

Employment & Labor

Higher Education

INDUSTRIES

trainED

Education

Higher Education

COURT MEMBERSHIPS

- Minnesota
- U.S. District Court for the District of Minnesota

EDUCATION

University of Minnesota Law School, J.D., *cum laude*, 2005, Intellectual Property Moot Court

University of Minnesota, B.S., 1998

Tana VanGoethem practices in the areas of higher education, and employment and labor law. She has extensive experience conducting higher education investigations and adjudications on behalf of institutions, including sexual misconduct investigations. Tana also advises colleges and universities on higher education legal and compliance, including issues that arise under Title IX, Clery, VAWA and FERPA. She regularly advises institutions on matters pertaining to sexual harassment and the sexual misconduct process. In addition, Tana conducts independent investigations into allegations of child abuse and external reviews of organizations' child safety prevention and response efforts.

Tana also works with clients in various areas of employment law, including advising and counseling in areas of discipline and discharge, RIF advice and adverse impact analysis, state and federal anti-discrimination statutes, retaliations, employee handbooks, FMLA, employee contracts, severance agreements, FLSA and affirmative action plans. She also conducts employment-related investigations.

Representative Experience

- Conducted investigations of allegations of sexual harassment in the workplace and other allegations of employee workplace misconduct
- Conducted multiple investigations and adjudications of alleged sexual misconduct involving students and faculty at colleges and universities
- Conducted investigations of allegations of discrimination involving faculty at higher education institutions

- Advised higher education institutions on appeals of decisions arising from sexual misconduct investigations
- Conducted independent review of large international faith-based organization's sexual harassment and child safety prevention and response efforts

Client Alerts And Blog Posts

- City of St. Paul Follows Minneapolis' Lead, Passes Ordinance Requiring Paid Sick Leave
  September 15, 2016
- You Can't Make This Stuff Up: The Unintended Legal Issues with Spanking Employees
  June 29, 2016
- News Anchor Files Discrimination Lawsuit After Losing Her Job because of Comments Made on Social Media
  June 23, 2016
- Eighth Circuit Upholds NLRB Ruling Against Jimmy John's Franchisee
  April 1, 2016
- EEOC Files Amicus Brief Arguing Sexual Orientation Discrimination is a Form of Sex Discrimination
  January 13, 2016
- Second Circuit Says Clicking Like on Facebook is Protected Activity
  October 30, 2015
- The Push Towards Paid Family and Medical Leave Continues
  September 17, 2015
- President Obama Considering Executive Order Requiring Paid Sick Leave
  August 12, 2015
- EEOC Begins Implementation of Online Charge Notifications
  May 20, 2015
- The Supreme Court's Opinion in UPS v. Young
  March 31, 2015
- The EEOC Experiences yet Another Background Check Court Loss
  March 4, 2015
- The Supreme Court May Soon Have the Final Say on an Employers Duty to Accommodate Pregnancy
  December 10, 2014
- Worth The Work? Why it is Risky To Not Pay Your Interns
  September 18, 2014

- Week in Review
  September 4, 2014
- Week in Review
  August 28, 2014
- Week in Review
  August 21, 2014
- Week in Review
  August 14, 2014
- Week in Review
  August 7, 2014
- Week in Review
  August 1, 2014
- Week in Review
  July 25, 2014
- Week in Review
  July 17, 2014
- Week in Review
  July 10, 2014
- Week in Review
  July 7, 2014
- Week in Review
  June 26, 2014
- Week in Review
  June 19, 2014
- Week in Review
  June 5, 2014
- Week in Review
  May 30, 2014
- Week in Review
  May 22, 2014
- Week in Review
  May 15, 2014
- Week in Review
  May 12, 2014
- Week in Review
  May 2, 2014

Community Involvement

- myHealth, former board member