



## Emily E. Mawer

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### MINNEAPOLIS

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### PRACTICE AREAS

trainED  
Employment & Labor  
Higher Education

### INDUSTRIES

trainED  
Education

### COURT MEMBERSHIPS

- Minnesota
- U.S. District Court District of Minnesota
- U.S. Court of Appeals for the Eighth Circuit

### EDUCATION

University of Minnesota Law School, J.D., *magna cum laude*, 2014, labor and employment law concentration; *Minnesota Law Review*, managing research editor; Order of the Coif  
University of Wisconsin-

Emily Mawer focuses her practice on higher education and child safety issues. Emily regularly advises colleges and universities on a variety of legal issues including Title IX, the Violence Against Women Reauthorization Act, Clery, FERPA, the Fair Housing Act, child safety, and the ADA. Emily also conducts sexual misconduct and discrimination investigations on behalf of institutions. Through trainED, Emily provides training and conducts compliance reviews and audits for companies and higher education institutions.

Emily also advises organizations on issues related to child safety, including abuse prevention and the response to child safety concerns. Emily has experience assisting organizations in updating child safety policies and trainings. Emily has worked with organizations as they respond to a report of child abuse, including assisting in making reports to appropriate government authorities, implementing immediate safety precautions, communicating with the impacted communities, and conducting investigations. Further, Emily's child safety experience includes conducting external reviews of organizations' past prevention and response efforts, providing recommendations for child safety improvements going forward.

### Representative Experience

- Conducted compliance review of a public institution's policies and procedures relating to the abuse or neglect of minors
- Conducted independent review of large international faith-based organization's sexual harassment and child safety response and prevention efforts
- Conducted compliance review of hazing prevention and response for higher education institution

Madison, B.A., with distinction,  
2010

- Conducted numerous investigations of allegations of sexual misconduct involving students, faculty, and/or staff at higher education institutions
- Conducted multiple investigations of discrimination allegations at higher education institutions
- Developed sexual misconduct policies and procedures for numerous higher education institutions
- Developed child safety policies and protocols for multiple non-profit organizations
- Advised higher education institutions on decisions and appeals following sexual misconduct or other policy violation investigations involving students, faculty, and/or staff
- Obtained dismissal on behalf of higher education institution of Title IX and negligence claims brought by former student
- Conducted employment investigations into allegations of workplace misconduct by current and former employees

## Events

- Employment & Labor Law Seminar - Minneapolis Area  
May 4, 2022
- Title IX/VAWA Training for Adjudicators  
January 16, 2020
- Title IX/VAWA Investigator Training  
January 15, 2020
- Title IX/VAWA Hearing Panel Training  
August 29, 2019
- “Annual Title IX/VAWA Investigator and Adjudicator Training,” co-presenter, trainED  
August 7, 2019
- “Annual Training for Advanced Title IX Coordinators and Deputy Coordinators,” co-presenter, trainED  
August 6, 2019
- "Annual Training for New Title IX Coordinators and Deputy Coordinators," co-presenter, trainED  
August 5, 2019
- “Annual Training for Advanced Title IX Coordinators and Deputy Coordinators,” co-presenter, Hamline University, Minnesota  
July 30, 2019

- “Annual Title IX/VAWA Investigator and Adjudicator Training,” co-presenter, Hamline University, Minnesota  
July 29, 2019
- “Unique Issues in Disability Law: Assistance Animals and Distressed Students,” co-presenter, Association for Christians in Student Development, Wheaton College  
June 5, 2019
- “Sexual Harassment: #MeToo Era Updates and Lessons Learned from Higher Education,” Gray Plant Mooty Employment and Labor Law Conference  
April 9, 2019
- “Trauma-Informed Sexual Assault Training for Key Personnel,” co-presenter, trainED  
February 28, 2019
- "Title IX/VAWA Training for Adjudicators"  
January 24, 2019
- "Title IX/VAWA Investigator Training"  
January 23, 2019
- Title IX Update: Proposed Regulations  
November 20, 2018
- “Title IX/VAWA Investigator and Adjudicator Training,” co-presenter, Biola University, California  
November 8, 2018
- “Annual Training for Advanced Title IX Coordinators and Deputy Coordinators,” co-presenter, Biola University, California  
November 7, 2018
- "Title IX/VAWA Investigator and Adjudicator Training," co-presenter, trainED  
August 8, 2018
- "Title IX/VAWA Investigator and Adjudicator Training," co-presenter, Hamline University, Minnesota  
July 24, 2018
- "Employment Law 101," Gray Plant Mooty Employment and Labor Law Conference  
May 1, 2018
- “Title IX/VAWA Training for Adjudicators,” Saint John's University  
February 26, 2018
- “Complying with NCAA’s Policy on Sexual Violence: Training for Coaches, Athletic Directors, & Athletic Administrators, Part 2,” co-presenter, trainED

February 22, 2018

## Presentations

- Co-Presenter, "Title IX Update: What You Need to Know," Council for Christian Colleges & Universities International Forum, February 12, 2022
- Presenter, "Title IX/VAWA Appeals Training," Carleton College, November 22, 2021
- Co-Presenter, "Title IX/VAWA Investigator Training," trainED, February 8, 2021
- Co-Presenter, "Title IX/VAWA Hearing Panel Training," Saint John's University, January 15, 2021
- Co-Presenter, "Title IX/VAWA Appeals Training," Carleton College, November 16, 2020
- Co-Presenter, "VAWA Adjudicator Training," trainED, November 4, 2020
- Co-Presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, November 4, 2020
- Co-Presenter, "Title IX/VAWA Appeals Training," trainED, October 27, 2020
- Co-Presenter, "Title IX/VAWA Investigator Training," Oklahoma Christian University, October 7, 2020
- Co-Presenter, "Title IX/VAWA Hearing Panel Training," trainED, August 11, 2020
- Co-Presenter, "Title IX/VAWA Investigator Training," trainED, August 5, 2020
- Co-Presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 4, 2020
- Co-Presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 3, 2020
- Co-Presenter, "Title IX/VAWA Investigator Training," trainED, July 28, 2020
- Co-Presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 27, 2020
- Co-Presenter, "Title IX/VAWA Investigator Training," SC Technical College System, June 25, 2020
- Co-Presenter, "Conducting a Grievance Process Under the New Title IX Regulations," trainED, June 11, 2020

- Co-Presenter, "CCCU Title IX Training: Part Two," trainED, June 10, 2020
- Co-Presenter, Minnesota Office of Higher Education Title IX Training, trainED, June 3, 2020
- Co-Presenter, CCCU Title IX Training: Part One, trainED, May 20, 2020
- Co-Presenter, Title IX Update: Final Regulations," trainED, May 8, 2020
- Co-Presenter, "Title IX/VAWA Training for Adjudicators," Carleton College, November 20, 2019

### Client Alerts And Blog Posts

- CDC Updates Mask Guidance for Fully Vaccinated Individuals  
May 24, 2021
- OSHA Issues New Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace  
February 4, 2021
- EEOC Updates Guidance on COVID-19 and Anti-Discrimination Laws  
September 18, 2020
- Minnesota Supreme Court Upholds Minneapolis Minimum Wage Ordinance  
January 27, 2020
- Workplace Tips for the Holiday Season  
November 25, 2019
- EEOC Released FAQs on EEO-1 Reporting, Including Guidance on Reporting Non-Binary Employees  
August 23, 2019
- Lessons Learned from Two Recent Seventh Circuit ADA Cases  
July 2, 2019
- EEO-1 Pay Data Reporting Deadline Set  
April 26, 2019
- New Discrimination Laws Take Effect in New York and Portland  
March 6, 2019
- A Judge Rules the Affordable Care Act Is Unconstitutional, But Law Remains in Effect for Now  
December 21, 2018
- A Refresher on Employee Voting Rights  
October 12, 2018

- Members of Congress Introduce Paid Leave and Flexible Work Bills  
August 24, 2018
- The NLRB Finds Terminations Following Employees Group Emails  
Regarding Workplace Concerns Violated the NLRA  
May 21, 2018
- Federal Judge Rules that Grubhub Drivers are Independent  
Contractors, Not Employees  
February 20, 2018
- New Tax Law Eliminates Employer Deductions for Certain Types of  
Sexual Harassment Settlements  
January 5, 2018
- Federal Judge Strikes Down Obama Administrations FLSA  
Overtime Rule  
September 7, 2017

## News Releases

- Five Attorneys Promoted to Partnership  
January 10, 2022
- Lathrop GPM Attorneys Named 2021 Minnesota Super Lawyers  
and Rising Stars  
July 22, 2021
- Lathrop GPM Attorneys Named 2020 Minnesota Super Lawyers  
and Rising Stars  
July 21, 2020
- Gray Plant Mooty Attorneys Named 2019 Minnesota Super Lawyers  
and Rising Stars  
July 5, 2019
- Gray Plant Mooty Hires 2 New Labor & Employment Associates  
August 4, 2017

## Honors

- "Minnesota Rising Star," Thomson Reuters, 2019-2021
- "North Star Lawyers," Minnesota State Bar Association, 2015-2016