



Emily E. Mawer

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MINNEAPOLIS

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Assistant

Tammy Hahn
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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, "The Fundamentals of the ADA, FMLA, and FLSA: What Every Employer Needs to Know," Lathrop GPM 2023 Employment & Labor Law Seminar, October 24, 2023 (Minneapolis)
- Co-presenter & Lead Training, Minnesota Office of Higher Education's Sexual Violence Prevention & Response Summit, June 12-13, 2023
- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, February 23, 2023
- Co-presenter, "Title IX/VAWA Appeals Training," trainED, February 21, 2023
- Co-presenter, "Title IX/VAWA Hearing Panel Training," trainED, October 5, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 3, 2022
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 2, 2022
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 1, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 26, 2022
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 25, 2022
- Co-presenter, "Higher Education and Employment Law Update," Minnesota Chapter of the College and University Professional Association for Human Resources, June 15, 2022
- Co-presenter, "Best Practices for Conducting Effective Workplace Investigations," Lathrop GPM 2022 Employment & Labor Law Seminar, May, 4, 2022 (Minneapolis)
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, February 23, 2022
- Co-presenter, "Title IX/VAWA Appeal Officer Training," trainED, February 21, 2022
- 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

- EEOC Releases Updated Proposed Workplace Harassment Guidance
October 11, 2023
- Be Prepared: New Federal Law Protecting Pregnant Employees Takes Effect Next Month
May 22, 2023
- New #MeToo Law Targets NDAs
December 20, 2022
- 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

- Lathrop GPM Attorneys Named 2023 Minnesota Super Lawyers and Rising Stars
July 18, 2023
- Lathrop GPM Attorneys Named 2022 Minnesota Super Lawyers and Rising Stars
July 18, 2022
- 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

- *Thomson Reuters*, "Minnesota Rising Star," 2019-2023
- "North Star Lawyers," Minnesota State Bar Association, 2015-2016