



## Caitlin R. Gehlen

### Partner

Minneapolis

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Caitlin Gehlen focuses her practice on higher education and employment law. Caitlin advises and trains colleges and universities on a variety of legal issues including Title IX, the Violence Against Women Reauthorization Act, Clery, FERPA, the Fair Housing Act, and the ADA. Caitlin also regularly conducts higher education investigations on behalf of institutions, including sexual misconduct investigations. Caitlin has experience advising faith-based higher education institutions on issues that are unique to them.

In addition, Caitlin advises employers on a wide range of labor and employment matters, including unfair labor practice proceedings, union representation challenges, grievance arbitrations, collective bargaining, discrimination charges and litigation, non-compete issues, whistleblower and retaliation lawsuits, leave and disability issues, and employee handbooks and policies.

Caitlin is an alumna of the firm's summer associates program. While she was in law school, Caitlin worked as a volunteer student law clerk with the ACLU-MN, Call for Justice, a local nonprofit that provides legal referrals for low-income individuals and families, and as a pro bono law clerk at a major Minneapolis law firm.

## Areas of Focus

### Services

[Labor & Employment](#)

[Labor Management](#)

[Training & Tools for Clients](#)

[Discrimination, Harassment](#)

[& Abusive Conduct](#)

[General Business & Complex](#)

[Commercial Litigation](#)

[Navigating the Second](#)

[Trump Administration:](#)

[Executive Orders & the](#)

[Changing Legal Landscape](#)

### Sectors

[Education](#)

[Higher Education](#)

[trainED](#)

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## Credentials

### Education

- William Mitchell College of Law, J.D., 2016, summa cum laude

- *William Mitchell Law Review*

- Michigan State University, B.A., 2009

## Bar Admissions

- Minnesota

## Recognition

- "North Star Lawyers," Minnesota State Bar Association, 2018, 2019

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## Presentations

- Co-presenter, "LGBTQ+ Protections and Equality Considerations in the Workplace," Upper Midwest Employment Law Institute, May 19, 2025
- Co-presenter, "Diversity, Equity and Inclusion Programming in Today's Health Care Environment," Minnesota State Bar Association Webinar, May 15, 2025
- Co-presenter, "First 100 Days of the Trump Administration: What Nonprofits Need to Know," April 8, 2025
- Co-presenter, "From Idea to Expansion: Launching, Growing and Sustaining Your Business," Neighborhood Development Center, December 2, 2024 and January 29, 2025
- Co-presenter, "Employment Law Update," and "Leave No Stone Unturned: FMLA Leave and ADA Accommodations," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City); October 23, 2024
- Co-presenter, "Conducting a Live Hearing Under Title IX/VAWA," trainED, September 24, 2024
- Co-presenter, "Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations," trainED, August 1, 2024
- Co-presenter, "Title IX/VAWA Investigator and Decisionmaker Training Under the 2024 Title IX Regulations," trainED, July 24, 2024
- Co-presenter, "Annual Title IX/VAWA Hearing Panel Training," trainED, January 18, 2024
- Co-presenter, "Annual Title IX/VAWA Investigator Training," trainED, January 17, 2024
- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, January 9, 2024
- Co-presenter, "Recruiting and Hiring Trends," and "Leave & Accommodations – Deep Dive Into Employers' Rights and Responsibilities under FMLA, ADA, PWFA and PUMP Act," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City); October 24, 2023 (Minneapolis)
- Presenter, "Recent Changes in Employment Law for Health Care Providers," Lathrop GPM Health Law Seminar, September 13, 2023
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 2, 2023

- Co-presenter, “Mission Critical – Updates on Trade Secret Litigation and Non-Compete Agreements,” Lathrop GPM 2023 State of Litigation: Draft Edition, April 12, 2023
  - Presenter, “Navigating Misclassification Pitfalls: Are Your Nonprofit Workers Employees, Volunteers or Contractors?” Minnesota Association of Cemeteries, September 23, 2022
  - Presenter, “Intro to Corporate Structure,” Duality Cohort 2, September 23, 2022
  - Co-presenter, “Title IX/VAWA Investigator Training,” trainED, August 3, 2022
  - Co-presenter, “Leave Lessons: Common Misconceptions About the ADA and FMLA,” Lathrop GPM 2022 Employment & Labor Law Seminar, May 4, 2022 (Minneapolis)
  - Co-presenter, “Title IX/VAWA Investigator Training,” trainED, August 4, 2021
  - Co-presenter, “Title IX/VAWA Investigator Training,” trainED, July 21, 2021
  - Co-presenter, “Title IX/VAWA Investigator Training,” trainED, January 15, 2020
  - Co-presenter, “Today’s Unemployment Claims: An Employer’s Guide,” LeadingAge Minnesota, November 11, 2020
  - Co-presenter, “Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security,” trainED, February 28, 2019
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## Professional Activities

- Minnesota Bar Association
- Minnesota Women Lawyers, member

## Community Involvement

- United Way Campaign, volunteer