



## Megan Anderson

### Partner

Minneapolis

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**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.**

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, Megan works with colleges and universities on higher education and student affair compliance matters and advises them 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.

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## 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
- Conducted transgender sensitivity training for employer in connection with employee's gender transition

## Areas of Focus

### Services

[Data Privacy & Cybersecurity Compliance](#)

[Labor & Employment](#)

[ESG Guidance](#)

[Affirmative Action](#)

[Class, Collective & PAGA](#)

[Representative Actions](#)

[Emerging Growth Companies](#)

[Employment Counseling & Personnel Management](#)

[Advising](#)

[Labor Management](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

[Discrimination, Harassment & Abusive Conduct](#)

[General Business & Complex Commercial Litigation](#)

### Sectors

[Education](#)

[Health Care](#)

[Agribusiness & Food](#)

[Higher Education](#)

[trainED](#)

[Nonprofit & Tax-Exempt Organizations](#)

- 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

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## Credentials

### Education

- University of Minnesota Law School, J.D., magna cum laude
  - Order of the Coif
- Duke University, B.A., Public Policy Studies, cum laude

## Bar Admissions

- Minnesota

## Court Admissions

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

## Recognition

- *Chambers USA*: Minnesota Labor & Employment, 2018-2024
- Selected among *The Best Lawyers in America*®, 2020-2025
- *Minnesota Monthly*, "Minnesota's Top Lawyers," 2022, 2024
- *Thomson Reuters*, "Minnesota Super Lawyer®," 2021-2022
- Minnesota State Bar Association, "North Star Lawyers," 2012
- White Belt in Legal Lean Sigma®
- *Minnesota Law & Politics*, "Rising Star," various years

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## Presentations

- Moderator, "Minnesota Agency Update," and co-presenter, "LGBTQ+ Employee Workplace Rights," Minnesota CLE's 2025 Upper Midwest Employment Law Institute, May 19, 2025
- Co-presenter, "Wage & Hour Showdown," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City); October 23, 2024 (Minneapolis)
- Presenter, "Recent Changes in Employment Law for Health Care Providers," Lathrop GPM Health Law Seminar, July 24, 2024
- Moderator, "Minnesota Regulatory Developments Unpacked" | Co-presenter, "Open Forum on Remote and Hybrid Work – Your Questions, Answered!" Upper Midwest Employment Law Institute, May 20-21, 2024
- Co-presenter, "Employment Law Update," and "The Future of DE&I Following the Supreme Court Ruling on Affirmative Action in Higher Education," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City) and 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
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## 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
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## Professional Activities

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