



Pamela J. Kovacs

Counsel

Minneapolis

D 612.632.3398

pamela.Kovacs@lathropgpm.com

As a former recruiter, Pamela Kovacs brings a unique insight into her work in employment and labor law, including having advised clients in the areas of discipline and discharge, employee handbooks, wage and hour, professional employer organizations, joint employment issues, collective bargaining, and labor campaigns. In addition, her education and experience in government contract law during law school provided Pamela a useful foundation for her affirmative action work with government contractors.

Pamela also advised colleges and universities on higher education laws, such as Title IX, the Clery Act, the Campus SaVE Act, and FERPA. As part of trainED, she regularly conducts trainings and investigations for higher education institutions as well.

Prior to joining Lathrop GPM, Pamela was a clerk for the Honorable James B. Loken at the United States Court of Appeals for the Eighth Circuit. She also served as a summer associate for Gray Plant Mooty in 2011.

Areas of Focus

Services

[Labor & Employment](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

Sectors

[Higher Education](#)

[trainED](#)

Experience

- Conducted multiple investigations of allegations of sexual misconduct involving students and/or staff at higher education institutions
- Drafted sexual misconduct policies for multiple higher education institutions
- Advised higher education institutions on decisions and appeals following sexual misconduct or other policy violation investigations involving students, faculty, and/or staff



- Advised and assisted university in successfully opposing union campaign to organize adjunct faculty
 - Prepared affirmative action plans for various government contractors
 - Represented university in defending federal lawsuit following Title IX investigation and assisted university in reaching favorable settlement
-

Credentials

Education

- The George Washington University Law School, J.D., 2012, summa cum laude
 - Order of the Coif
- Bethel University, B.A., Journalism, 2007, magna cum laude

Bar Admissions

- Minnesota

Court Admissions

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

Recognition

- Minnesota State Bar Association, "North Star Lawyers," 2014, 2023
-

Presentations

- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators Under the 2020 Title IX Regulations," trainED, July 31, 2024
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators Under the 2024 Title IX Regulations," trainED, July 30, 2024
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators Under the 2024 Title IX Regulations," trainED, July 23, 2024
- Co-presenter, "CCCU Title IX Training: Part Two," trainED, June 6, 2024
- Co-presenter, "Minnesota Office of Higher Education Title IX Training: Part Two," trainED, May 15, 2024
- Co-presenter, "Conducting a Grievance Process Under the 2024 Final Title IX Regulations," trainED, May 14, 2024



- Co-presenter, "CCCU Title IX Training: Part One," trainED, May 9, 2024
- Co-presenter, "Minnesota Office of Higher Education Title IX Training: Part One," trainED, May 9, 2024
- Co-presenter, "Title IX Assistant Coordinator and Investigator Training," trainED, Gwinnett County Public Schools, May 8, 2024
- Co-presenter, "Title IX Decision-Maker Training," trainED, Gwinnett County Public Schools, May 1, 2024
- Co-presenter, "Title IX Coordinator Training," trainED, Gwinnett County Public Schools, April 30, 2024
- Co-presenter, "Trauma-Informed Training for Executive Leadership and First Responders," trainED, Gwinnett County Public Schools, April 30, 2024
- Co-presenter, "Title IX Update: 2024 Final Regulations," trainED, April 22, 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, "Informal Resolution Training," trainED, January 10, 2024
- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Safety," trainED, January 9, 2024
- Co-presenter, "Annual Title IX/VAWA Appeal Officer Training," trainED, December 6, 2023
- Co-presenter, "Current, and Future, Wage and Hour Challenges," and "Recruiting and Hiring Trends," Lathrop GPM 2023 Employment & Labor Law Seminar, October 24, 2023 (Minneapolis)
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, July 31, 2023
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 4, 2021
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 3, 2021
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 2, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 21, 2021
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 20, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," SC Technical College System, June 25, 2020
- Co-presenter, "Campus SaVE Act Final Regulations Update," trainED, November 19, 2014
- Co-presenter, "Drafting Your Notice of Determination Training," trainED, November 13, 2014
- Co-presenter, "Clery Act Annual Security Report Training," trainED, September 10, 2014

Publications

- “Affirmatively Inefficient Jurisprudence?: Confusing Contractors’ Rights to Raise Affirmative Defenses with Sovereign Immunity,” co-author, *The Federal Circuit Bar Journal*

Community Involvement

- Bethlehem Baptist Church, member
- Immigration Law Center of Minnesota, pro bono attorney
- Manage child safety policies, training, and response for faith-based organization working overseas