



## SIGMA Threat Management Associates Bio

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Jeff Nolan is a Senior Legal Consultant in collaboration with SIGMA, a Senior Counsel with Holland & Knight, LLP, and an education and labor and employment attorney with more than 25 years of experience representing clients in federal and state courts, and before administrative agencies such as the U.S. Department of Education's Office for Civil Rights and the U.S. Equal Employment Opportunity Commission (EEOC). Mr. Nolan is based in Holland & Knight's Boston office. Mr. Nolan advises, educates and helps clients to manage potential conflicts, enhance the safety of individuals and environments, and successfully navigate the maze of legal obligations faced by institutions of higher education and employers. He understands that sensitive, high-stakes matters require immediate attention, and is available for clients whenever the need arises. When a conflict cannot be avoided, Mr. Nolan represents clients zealously in court and before administrative agencies. Mr. Nolan has successfully argued many cases before the Vermont Supreme Court, including cases that created favorable precedent in the higher education and employment contexts.

Higher Education Law practice: Mr. Nolan advises clients throughout the United States regarding individual situations that implicate Title IX, the Clery Act, the Americans with Disabilities Act (ADA), Family Educational Rights and Privacy Act (FERPA) and other laws that apply in the higher education context. On a system-wide basis, he conducts compliance assessments and assists clients to develop policies, practices and training programs to minimize risk and enhance compliance with those laws. Mr. Nolan helps clients comply with the Clery Act as well as its recordkeeping and annual reporting requirements.

Employment Law practice: Mr. Nolan assists employers on how to deal with day-to-day employee relations issues, advises them on how to comply with applicable employment laws and helps them create effective employment policies and training programs.

Threat Assessment / Campus and Workplace Safety practice: Mr. Nolan advises clients on threat assessment practices, which use a proven methodology to assess and manage potential risks of targeted violence in the higher education and workplace settings. In addition, he collaborates with full-time threat assessment professionals where necessary and helps clients to create appropriate violence prevention policies. More information about Mr. Nolan's background, presentations and publications is available here: <https://www.hklaw.com/en/professionals/n/nolan-jeffrey-james>.