

# Jeffrey J. Nolan



Senior Counsel

Boston

617.854.1459

Jeffrey.Nolan@hklaw.com

---

**Jeffrey Nolan** is an education and employment attorney based in Holland & Knight's Boston office who represents, advises, educates and helps clients nationwide manage conflicts, enhance the safety of individuals and environments, and successfully navigate the maze of legal obligations faced by educational institutions and employers.

Mr. Nolan represents and advises colleges, universities and independent schools throughout the United States regarding situations that implicate Title IX, the Clery Act, Americans with Disabilities Act (ADA), Family Educational Rights and Privacy Act (FERPA) and other laws that apply in the higher education context. He also conducts compliance assessments and helps clients develop Title IX/Clery Act and other policies, practices and training programs to minimize risk and enhance compliance with those laws. In 2018-19, Mr. Nolan served on the American Council on Education's (ACE) Title IX Working Group that prepared ACE's comments to the U.S. Department of Education's 2020 Title IX regulations. He also advises higher educational institutions on the governance, faculty relations and related challenges that they face in the current economic and regulatory environment.

Mr. Nolan also assists employers in dealing with the full range of employee relations issues, advises them on how to comply with applicable employment laws, and helps them to create effective employment policies and training programs. This experience includes working with a multinational accounting firm on its creation and training of a trauma-informed workplace misconduct investigations team.

In client-sponsored and public venues, Mr. Nolan regularly trains education and human resources professionals throughout the country on best and promising practices in Title IX/Clery Act compliance, witness-centered/trauma-informed fair investigations of Title IX/Clery Act and workplace harassment complaints, how to conduct hearings under the new Title IX regulations, threat assessment and management, ADA issues and other education and employment law issues. More specific information is available about Mr. Nolan's [witness-centered/trauma-informed investigation training programs](#), the concepts of which were cited approvingly many times in the Preamble to the U.S. Department of Education's May 2020 Title IX regulations. Mr. Nolan co-developed the curriculum for and co-presented a series of trauma-informed investigation programs sponsored by the Commonwealth of Virginia in 2017-2019, and served as a curriculum development team and faculty member for a U.S. Department of Justice-funded trauma-informed investigation and adjudication program presented around the country in 2016-2018.

Mr. Nolan also conducts independent investigations of sensitive campus and workplace issues, such as reports of alleged sexual misconduct and/or sexual harassment, intimate partner violence or stalking, faculty misconduct and other workplace misconduct.

Jeffrey Nolan is a Certified FETI® Practitioner (CFP-B). More information is available about [Certified FETI](#).