

# SANDS ANDERSON MARKS & MILLER

## Education Law

Attorneys in Sands Anderson Marks & Miller's Education Law Practice Section have served as counsel to school boards in Virginia as well as to several universities. Team members have regularly advised school boards regarding personnel matters (contracts, discipline, grievances, and policies), student education and disciplinary matters (FERPA, IDEA, ADA, free speech and other constitutional and civil rights issues), board operations and governance (FOIA, Conflicts of Interest, and Procurement), construction and maintenance of facilities (construction, PPEA, lease purchase, ADA); financing of school projects (Literary Loan and market rate financing), government contracting and grant compliance, real estate acquisition (condemnation, purchase, leasing), and general litigation defense.

As seasoned advisors to public school boards and school administrators, the attorneys at Sands Anderson bring experience and knowledge to their role as counsel to the school board. Gladys L. Yates, formerly assistant city attorney in both Roanoke and Lynchburg, has experience with personnel matters, board operations and governance, contracting and real estate acquisitions.

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# Tips to Avoid Retaliation Claims

- Establish a policy against retaliation
- Train and educate employees that retaliation will not be tolerated
- Discuss complaints only with those who need-to-know
- Communicate with the employee who alleges retaliation
- Document concerns and issues regarding employees as they arise
- Uniform enforcement of all policies
- Regular performance evaluation
- Stop and carefully evaluate before taking action against an employee who has engaged in protected activity
- Use extreme caution in email communications

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