



## Elizabeth S. Samples

**PARTNER**

KANSAS CITY, MO

PHONE: 816.983.8271

EMAIL: ELIZABETH.SAMPLES@HUSCHBLACKWELL.COM

### OVERVIEW

Elizabeth enjoys working with her educational institution clients, providing legal counseling, offering training and policy development, and conducting investigations.

Elizabeth serves educational institutions in various areas of compliance. She supports colleges, universities, and schools with day-to-day counsel, investigations, training, and policy and system development. She draws on her experience as an attorney for the U.S. Department of Education, Office for Civil Rights (OCR), in supporting institutional nondiscrimination efforts, including compliance with federal civil rights statutes and regulations such as Title IX, the Americans with Disabilities Act/Section 504, and Title VI of the Civil Rights Act. Elizabeth frequently conducts internal investigations for institutions—handling various student conduct, employment, and discrimination matters.

Elizabeth's practice includes auditing institutional compliance in nondiscrimination and Title IV federal student aid systems, making recommendations for risk mitigation, and institutional improvement.

Elizabeth's previous experience with OCR uniquely positions her to help clients respond to and avoid government investigations. After

*“Elizabeth is very well informed, educated and has a great preparedness to respond to our questions.”*

— Title IX Workshop Attendee

### Industry

Education

### Services

Collegiate Athletics

Higher Education

K-12 Education

Title IX

Workplace Diversity, Equity, & Inclusion

## HUSCH BLACKWELL

years working in the enforcement posture, Elizabeth embraces the opportunity to work with her clients to take proactive and preventative steps to better the institution and avoid risk. She especially enjoys the proactive aspect of her work, relieving the institutions of potential legal concerns and allowing them to focus on their missions.

### Experience

#### INVESTIGATION AND ADJUDICATION

- Conducted dozens of civil rights compliance investigations related to complaints of sex, race, and disability discrimination and harassment.
- Conducted multiple investigations under institutional Title IX policies, regarding allegations of sexual harassment, sexual assault, dating violence, and stalking.
- Conducted multiple investigations related to athletic teams and departments, stemming from individual complaints or related to broader climate issues.
- Conducted multiple climate and policy reviews regarding sexual harassment, domestic violence, dating violence, and stalking, and reporting options and resources.
- Conducted faculty and staff employee grievance investigations.
- Advised administrators and panel members regarding adjudication and appeal processes and outcomes.

#### COMPLIANCE AND U.S. DEPARTMENT OF EDUCATION

- Conducted dozens of trainings for clients regarding Title IX, sexual harassment, informal resolution, athletics, race discrimination, pregnancy and parenting, Clery Act, FERPA, investigation best practices, and promoting equity and inclusion. Clients include public and private universities, research institutions, proprietary schools, publicly traded education companies, and multiple state affinity groups for higher education.
- Presented webinars and trainings for Husch Blackwell on various higher education legal topics.
- Conducted Title IX Equity in Athletics audits for multiple clients.

## Experience

- Obtained insufficient evidence finding on behalf of multiple clients from the U.S. Department of Education's Office for Civil Rights on matters alleging discrimination and harassment.
- Negotiated several Resolution Agreements with the U.S. Department of Education's Office for Civil Rights on behalf of institutions and assisted with required action items and monitoring reporting.
- Advised on preventative and responsive actions related to digital accessibility and other issues related to effective communications and compliance with Federal disability laws.
- Provided college and university Boards of Trustee updates regarding specific matters or education related to regulatory updates.

## EMPLOYMENT MATTERS

- Prepared position statements and successfully resolved EEOC complaints on behalf of clients.
- Drafted and reviewed employee policies and employee handbooks.
- Provided employee-specific trainings on issues related to discrimination and harassment.

## Education

- J.D., University of Wisconsin Law School
  - *Wisconsin Journal of Law, Gender & Society*, 2006-2008
- B.S. & B.A., Saint Louis University
  - *summa cum laude*
  - Phi Beta Kappa

## Admissions

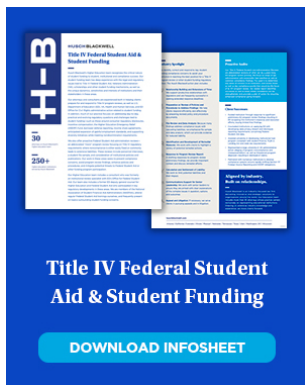
- Missouri
- Kansas

## Clerkship

- The Hon. Richard D. Greene, Kansas Court of Appeals

## Community Leadership

- Catholic Education Foundation, Board Member, 2016-2023
- Saint Louis University Kansas City Alumni Club, President, 2009-2020



Title IV Federal Student Aid and Student Funding