



Sarah M. Saint  
ASSOCIATE

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Sarah Saint advises and litigates on behalf of public and private educational institutions and school boards on a wide range of education law issues, including special education and disability issues, civil rights laws, and tort claims. She also represents businesses in a variety of industries to resolve disputes, litigating in state and federal court when necessary. Sarah has a particular focus on diversity and civil rights issues, including issues related to race, sex, sexual orientation, gender identity, disability, and religion.

### EDUCATION LITIGATION AND COUNSEL

A former educator, Sarah represents school boards, private schools, and public and private colleges and universities in litigation in state and federal courts and administrative agencies, such as the Office of Administrative Hearings and the Office of Civil Rights. She has experience handling a wide range of education law disputes, including those involving compliance with federal statutes and regulations like the IDEA, Title IX, Title VII, Section 504 of the Rehabilitation Act, and the ADA. She also litigates disputes involving special education and disability issues, employment issues, and constitutional claims, such as violations against the 4<sup>th</sup>, 5<sup>th</sup>, and 14<sup>th</sup> Amendments.

Sarah holds a Master's degree in School Counseling, and uses her experience to counsel educational institutions on state and federal regulatory compliance and civil rights issues.

### EMPLOYMENT LITIGATION AND COUNSEL

Sarah represents employers before government agencies and in state and federal courts on numerous employment law matters, including EEOC charges and lawsuits, common law employment claims, contract disputes, and discrimination and harassment claims. Sarah also counsels clients on compliance with state and federal laws, employment policies and handbooks, and employment agreements. She has particular experience with civil rights claims, representing parties on both sides of civil rights and discrimination-related lawsuits.

## GENERAL COMMERCIAL LITIGATION

Sarah represents businesses in a wide variety of industries to settle disputes both in and out of the courtroom. She has worked with companies in employment-related litigation cases, contract disputes, and personal injury/wrongful death cases. Sarah also has experience representing companies at the appellate level, drafting amicus briefs and records on appeal.

## DIVERSITY/CIVIL RIGHTS LITIGATION AND COUNSEL

Sarah has a particular focus on broadening awareness of diversity issues within organizations. She counsels companies, educational institutions, and other organizations on compliance with state and federal civil rights regulations, including Title VII and Title IX, the IDEA, the ADA, and Section 504 of the Rehabilitation Act. Sarah defends businesses in civil rights litigation when necessary.

Sarah also represents individuals in obtaining favorable results related to their markers of diversity. She has experience handling disputes on behalf of trans\* persons involving discrimination and obtaining legal name and gender marker changes.

Few attorneys have the depth and breadth of knowledge obtained by representing both organizations and individuals in diversity-related matters. This provides Sarah with level-headed vision in counseling and advocating on behalf of clients facing legal challenges related to diversity issues.

## EXPERIENCE

### Education Litigation and Counsel

- Obtaining summary judgment in favor of a board of education for a Title VII claim brought by a school administrator.
- Obtaining trial court dismissal of constitutional claims brought by a student's parent against a board of education and persuading the Fourth Circuit to dismiss an attempted appeal from the trial court's judgment.
- Obtaining numerous trial court dismissals and favorable settlements on behalf of boards of education in special education disputes.
- Obtaining trial court dismissal of wage and hour and COBRA compliance claims brought by former teacher against a board of education.
- Obtaining trial court dismissal of numerous employment law claims brought by former employee against a supervisor.
- Training and consultation regarding special education and disability law compliance, among other hot topics in education.

### Employment Litigation and Counsel

- Advising various employers in drafting employee handbooks and employee contracts.
- Defending technology company in breach of contract action involving former executive.
- Obtaining summary judgment in favor of a board of education for a Title VII claim brought by a school administrator.
- Obtaining trial court dismissal of numerous employment law claims brought by former employee against a supervisor.
- Advising employers on navigating workplace climate when employees "come out" as transgender or gay.
- Responding to EEOC charges filed by employees and former employees.

### General Commercial Litigation

- Defending health care provider in litigation alleging violations of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and the Affordable Care Act.
- Obtaining trial court judgment in favor of manufacturer in breach of contract action.
- Defending technology company in breach of contract action involving former executive.
- Defending an apartment complex in litigation involving third party criminal acts.

### Diversity/Civil Rights Litigation and Counsel

- Representing minors and adults in obtaining legal name and gender marker changes.
- Representing amici curiae in disputing constitutionality of domestic violence protection law before the North Carolina Court of Appeals and North Carolina Supreme Court.
- Resolving disputes between parents and boards of education regarding claims of violations of federal civil rights, special education, and disability laws as well as common law tort claims.
- Representing trans\* persons in various discrimination disputes.
- Training and consultation regarding sexual harassment and LGBTQ+ issues.

### Client Success

Landmark N.C. Civil Rights Case

### SERVICES

Appellate

Complex Business Litigation

Education

Employment Litigation

Federal Litigation

Labor & Employment

Litigation

Regulatory & Administrative

## CREDENTIALS

### Honors & Recognitions

Recognized by The University of Alabama College of Education for her work in the education field (2021)

Selected by her peers for inclusion in *The Best Lawyers in America*® "Ones to Watch" for Labor and Employment Law – Management (2021-2022)

Member, North Carolina Pro Bono Honor Society (2020)

Recognized as "Young Lawyer of the Quarter" (April-June 2020) by the Young Lawyers Division of the North Carolina Bar Association

American Bar Association and Bloomberg BNA Award for Excellence in the Study of Labor and Employment Law (2017)

North Carolina State Bar Student Pro Bono Service Award (2017)

Recognized in *National Jurist* as a "Law Student of the Year" (2016)

### Education

**Wake Forest University School of Law**, J.D., 2017, with highest honors; Order of the Coif; Fletcher Scholar; Symposium Editor (2016-17), Staff Member (2015-16), *Wake Forest University Law Review*

**University of Alabama**, M.A., 2013, *summa cum laude*   **University of Alabama**, B.S., 2011, *magna cum laude*; University Fellow

### Admissions

North Carolina

U.S. Court of Appeals for the 4th Circuit

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

## PROFESSIONAL & CIVIC

Administrative Division Director, Young Lawyers Division, North Carolina Bar Association (2021-present)

Region V Representative, North Carolina Council of School Attorneys Executive Committee (2021-present)

Member, North Carolina Bar Association Task Force on Integration, Equity, and Equal Justice (2021-present)

Member (2020-present), Chair (2021-present), Sexual Orientation and Gender Identity Committee, American Bar Association's Young Lawyers Division

Credentials Board, Young Lawyers Division, American Bar Association (2021-present)

Leadership Academy Task Force, Young Lawyers Division, American Bar Association (2021-present)

National Conferences Team, Young Lawyers Division, American Bar Association (2021-present)

Member and Young Lawyers Division Liaison (2020-present), Chair of CLE Subcommittee (2021-present), Education Law Section Council, North Carolina Bar Association

North Carolina Delegate, American Bar Association's Young Lawyers Division Assembly (2020-present)

Member, Board of Trustees (2018-present), Chair of Human Resources Committee (2021-present), Triad Stage

Member, Pro Bono Committee (2017-present), Chair of Diversity and Inclusion Subcommittee (2021-present), North Carolina Bar Association

Member, Diversity and Inclusion Committee, American Bar Association's Young Lawyers Division (2020-2021)

Scholar, Young Lawyers Division, American Bar Association (2020-2021)

Bar Outreach Division Director, Young Lawyers Division, North Carolina Bar Association (2020-2021)

North Carolina Young Lawyer Delegate, American Bar Association House of Delegates (2020-2021)

Co-Chair, Diversity and Inclusion Committee, Young Lawyers Division, North Carolina Bar Association (2018-2020)

Member (2018), Vice Chair (2019), Chairperson (2020), Board of Directors, North Star LGBTQ Community Center

Parliamentarian, Blount Advisory Fellows, University of Alabama Blount Scholars Program (2017-2019)

## ABOUT ME

As a recreational kayaker, I always look downstream, “reading the river,” to choose the most efficient combination of strokes and strength for a successful trip. I approach my clients’ needs the same way: I study the horizon to find the most efficient and effective route to meet their goals. Whether pre-emptively addressing a problem down the river, or paddling out of a problem that has just come to light, I use hard work and a wide range of legal tools to find a successful outcome.

When I am not practicing law, you can find me exploring North Carolina’s waterways, hiking with my dog, or trying out new recipes with my weekend farmer’s market finds.

## NEWSROOM

### News

72 Brooks Pierce Attorneys Recognized in *The Best Lawyers in America*® 2022 Guide  
*The Best Lawyers in America*®, 08.19.2021

Sarah Saint Named to North Carolina Council of School Attorneys Executive Committee  
07.26.2021

Brooks Pierce Attorney Honored by the University of Alabama College of Education  
06.29.2021

Six Brooks Pierce Attorneys Recognized by the North Carolina Supreme Court for Pro Bono Work  
06.16.2021

Sarah Saint Authors Article on Effectively Representing Gender Diverse Clients for North Carolina Bar Association Blog  
*North Carolina Bar Association Blog*, 03.31.2021

### Speaking Engagements

Brooks Pierce Attorney Presents at NC Association of School Administrators School Law and Policy Symposium  
09.07.2021

Brooks Pierce Attorney Presents at Wake Forest University School of Law 1L Orientation  
08.18.2021

Brooks Pierce Attorneys Present at North Carolina Council of School Attorneys Conference  
07.30.2021

Brooks Pierce Hosts Webinar on Navigating Varying Ideologies in the Workplace  
06.16.2021

Sarah Saint Participates on North Carolina Bar Association Diverse Attorneys Panel  
05.25.2021

### Publications

North Carolina Municipalities Pass Anti-Discrimination Ordinances  
09.08.2021

EEOC's New Guidance Regarding Sexual Orientation and Gender Identity Workplace Discrimination  
06.18.2021

New Law Requires School Districts to Address Growing Suicide Rate in Youth  
10.02.2020

Guidance on PPE for North Carolina Schools  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 07.22.2020

NC Governor Cooper Signs COVID-19 Recovery Act Impacting Public Education  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 05.04.2020