



# What does OFR Do?

- rapid response team
- triage
- assists in finding legal support
- institutional policy research
- internal dispute representation
  - ◆ meetings/investigations/due process hearings
  - ◆ correspondences with administrators
  - ◆ internal grievances
  - ◆ EEOC charges
  - ◆ TPIA requests
- help whether qualify for union legal support or not
- faculty-attorney case facilitation
  - ◆ faculty-attorney communication liaison
  - ◆ higher-ed consulting for faculty's attorney(s)
  - ◆ **paralegal services** to faculty's attorney(s) throughout litigation /pre-litigation
    - ◆ legal writing and research
    - ◆ discovery and eDiscovery
    - ◆ mediation, deposition, and trial prep
    - ◆ notary services

Does NOT give legal advice!

# OFR Update: Claims

- ◆ Title VII
- ◆ Title IX
- ◆ ADA
- ◆ Section 504 - Rehabilitation Act
- ◆ ADEA
- ◆ USERRA
- ◆ TOMA
- ◆ TPIA

- ◆ Breach of Contract
  - ◆ Intellectual Property
  - ◆ Constitutional
    - ◆ 1<sup>st</sup>
    - ◆ 4<sup>th</sup>
    - ◆ 6<sup>th</sup>
    - ◆ 14<sup>th</sup>
- (+ others)

# OFR Update

## ● Since October 2023:

- ◆ 110+ TOTAL helped by OFR
  - ◆ 17 current active lawsuits
    - ◆ multiple trial dates pending Fall 2026
  - ◆ 7 pending litigation
  - ◆ 18 settlements
  - ◆ 6 FIRE involved

## ● Since October 2023:

- ◆ 33 Higher Ed Institutions
  - ◆ 29 universities
    - ◆ 4 private
    - ◆ 25 public
  - ◆ 4 community colleges

*At least...*

**\$1.4 Million**

*in settlements since Summer 2024*