Higher Education

Saiber's Higher Education Law practice encompasses a diverse range of issues confronting public and private universities and colleges, including federal and state constitutional requirements, statutes and regulations, employment counseling and litigation, real estate, financial services, bankruptcy and environmental. We understand that educational institutions have specific needs as they operate in a wide variety of roles as educators, employers, purchasers of goods and services, lessors/lessees, owners of real property, and financial managers.

Over the years, providing strategic counseling and litigation services to institutions of higher education has become a niche practice for Saiber – one in which we are experienced and well-versed. Having worked with public and private universities, colleges, and community colleges around the state for over two decades, our clients appreciate our understanding of their unique business needs and our ability to meet their strategic objectives.

Among our higher education clients are: Rutgers University, Princeton University, Seton Hall University, Stevens Institute of Technology, Kean University and Fashion Institute of Technology, among others.

Litigation

When litigation arises, our lawyers are highly experienced in representing universities and colleges in federal and state courts, as well as before federal and state administrative agencies. We have defended institutions of higher education in litigation involving professors, administrators and students who bring action under a variety of circumstances, including academic, professional, disciplinary, civil rights, and employment related matters.

In addition, our team regularly advises our clients on best practices and preventative measures to avoid litigation and to minimize risk whenever possible.

Investigations

Saiber has earned the reputation as the "go-to" firm for conducting internal investigations for universities and colleges in New Jersey. Our attorneys have conducted dozens of independent investigations for universities regarding a range of sensitive issues including those related to faculty, staff and student misconduct, involving alleged discrimination, administrative misconduct, academic integrity, and athletics, challenges to student disciplinary actions, student sexual assault claims, and whistleblower claims, among other matters.

As part of our investigations, our attorneys conduct in-depth interviews, review, gather and document relevant evidence, prepare detailed investigative reports, and if needed, work in parallel with law enforcement agencies.

Counseling

We understand that each university and college is unique. By way of practice, we become immersed in our clients' culture in order to ensure a cohesive approach that aligns with its standards and principals. We work closely with senior university leadership to develop internal policies and procedures, comply with extensive government regulations, address student and staff disciplinary actions, and negotiate and draft employment agreements.

We have provided counsel in a range of issues, including:

- Bullying and harassment
- Challenges to student disciplinary actions (academic and behavioral)
- Student sexual assaults
- Title IX compliance
- Alcohol policies and consumption
- First Amendment freedoms of students and student groups
- Student disabilities and accommodations
- Whistleblower claims
- Employee terminations and severance agreements
- Record retention policies and practices
- Social media policies
- Student privacy issues
- Internal and governmental investigations
- Foreign study programs and the Foreign Corruption Practices Act

From large universities to community colleges, we strive to provide efficient, cost-effective solutions to legal issues.