

## Nancy Conrad

Partner

Chair, Higher Education Group and Managing Partner, Lehigh Valley Office

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Nancy develops and advances a litigation position and strategy based on the client's designated resources and ultimate goal. She utilizes effective, value-based litigation practices that are tailored to a client's business operations and work environment.

### OVERVIEW

Nancy Conrad empowers employers to address and resolve workplace issues. For more than 20 years, she has represented businesses, educational institutions and non-profit organizations in all aspects of workplace disputes. She has defended all types of employment actions, including the defense of federal and state discrimination claims, wrongful discharge claims, whistleblower claims, defamation claims, employment contract matters and restrictive covenant cases. Clients recognize that Nancy develops and advances a litigation position and strategy based on the client's designated resources and ultimate goal. She utilizes effective, value-based litigation practices that are tailored to a client's business operations and work environment.

In addition to litigating employment related disputes, Nancy counsels employers in all aspects of workplace issues. Nancy builds collaborative relationships with her clients and they rely upon her for advice in reviewing and revising workplace policies, managing employee performance, disciplining and terminating employees and training supervisors in best practices. When consulting with employers, Nancy's focus is on identifying and implementing practical solutions for the client's workplace. While it may not always be the answer that is sought, she provides the information needed, including the benefits and risks related to a decision, in order for a client to make a fully informed decision.

Nancy has particular experience in representing colleges, universities and schools in matters related to faculty, staff and students. Nancy understands the unique challenges that exist on campus and is recognized for her depth of experience in analyzing and problem-solving controversial matters. She has litigated tenure related disputes, academic integrity and student conduct cases and staff terminations. She provides proactive advice and counsel to her clients, including Presidents, Deans, Vice Presidents, the Office of General Counsel and Heads of

### PRACTICES

Commercial Litigation  
Higher Education  
Labor and Employment

### BAR AND COURT ADMISSIONS

U.S. Supreme Court  
Pennsylvania  
New Jersey  
U.S. Court of Appeals for the Third Circuit  
U.S. District Court for the District of New Jersey  
U.S. District Court for the Eastern District of Pennsylvania  
U.S. District Court for the Middle District of Pennsylvania

### EDUCATION

Temple University School of Law, JD, *cum laude*  
The Pennsylvania State University, MEd, *summa cum laude*  
Lycoming College, BA, *magna cum laude*

### MEMBERSHIPS

Bar Association of Lehigh County (President-Elect)  
National Association of College and University Attorneys  
Pennsylvania Bar Association

Schools to assist them in resolving education and employment issues and making significant decisions. Nancy serves as counsel to several colleges that do not have in-house counsel.

Nancy has led investigation teams for employers, including educational institutions; Nancy and her team conduct prompt, thorough and confidential internal investigations on issues related to compliance, personnel and sexual misconduct. She is a certified Level 2 ATIXA Civil Rights Investigator.

Nancy is a frequent speaker on workplace issues, including ADA, FMLA and EEO compliance. She supports organizations and philanthropic programs that provide training and mentoring to students, faculty and staff, including Title IX compliance.

### **RECOGNITION AND INVOLVEMENT**

In 2005, 2006 and 2010-2018, Nancy was selected in a survey of her peers as a Pennsylvania "Super Lawyer" by *Super Lawyers*. She was also selected by her peers for inclusion in *The Best Lawyers in America*® 2021, 2022 and 2024 in the field of Litigation - Labor and Employment

In 2006, she received the "Athena Award" from the Greater Lehigh Valley Chamber of Commerce, which honors women who strive toward the highest levels of professional accomplishment, excel in their chosen field, devote time and energy to their community in a meaningful way and open paths for others to follow.

*Lehigh Valley Magazine* honored Nancy in 2008 as a "Mover & Shaper" in recognition of her contributions to the Lehigh Valley community.

In 2009, she received the "Take the Lead" Award from the Girl Scouts, which honors women whose professional and personal accomplishments exemplify the organization's mission of building girls who lead with courage, confidence and character to make the world a better place.

Nancy is President of the Bar Association of Lehigh County and President-elect of the Pennsylvania Bar Association. She is a member of the Women's Business Council of the Greater Lehigh Valley Chamber of Commerce, President of the Board of Directors of the Lehigh Valley Women's 5K Classic and has served as a member of the Community Advisory Board of the CancerCare Community of Greater Lehigh Valley. In addition to her community involvement, she is an advocate and fundraiser for breast cancer research and programs.

In May 2019, Nancy was awarded the Anne X. Alpern Award during the PBA's Commission on Women in the Profession's 26th annual conference. The Alpern Award is presented annually to a Pennsylvania woman attorney who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law.

The PBA also, in May 2019, awarded Nancy with a PBA President's Award for her work as Chair of the Dues Structure Task Force - a task force that researches dues structures of other professional organizations, reviews information to determine what dues structures might successfully apply to the PBA and prepare recommendations for consideration by the Board of Governors.

The PBA, in May 2021, awarded Nancy, the PBA President's Award for her leadership with the PBA Diversity, Equity and Inclusion Team in recognition of the diversity initiatives she advanced, the programs she presented, and the engagement she fostered among the bar on diversity related issues.

In 2022 and 2023, Nancy has been named by Lehigh Valley Business on the Business Power List in Law, and is recognized among the region's power players, which includes the most significant, influential and respected leaders in their fields.

## REPRESENTATIVE MATTERS

Summary Judgment Granted in Favor of University in Sexual Discrimination, Harassment and Retaliation Case  
2.5.21

White and Williams' Defense Prevails for Employer Client Against ADA, FMLA and PHRA Claims  
1.14.21

Summary Judgment Granted in Favor of University Client in Title VII Discrimination Case  
2.21.20

White and Williams Secures Trial Victory in Breach of Contract Action  
4.18.19

Third Circuit Court of Appeals Affirmed Summary Judgment in a National Origin and Age Discrimination Case  
3.12.19

Employment Law Trial Team Defeats Race Retaliation Claim in Federal Court  
5.25.17

Trial win in a breach of contract action in which Plaintiff alleged that our client, a College, failed to follow its own procedures in a student conduct hearing which resulted in Plaintiff's dismissal from College; After a non-jury trial, the Court found the College substantially complied with its procedures

On behalf of a College, obtained summary judgment in a national origin and age discrimination case which was affirmed by the Third Circuit Court of Appeals

On behalf of a commercial company, obtained summary judgment in a FMLA/ADA case filed in federal court in the Eastern District of PA

On behalf of a medical institution, obtained summary judgment in an age, gender and FMLA retaliation case filed in federal court in the Middle District of PA

On behalf of a university, obtained summary judgment in a tenure dismissal case based on disability discrimination which was affirmed by the Third Circuit Court of Appeals

On behalf of a medical institution, successfully negotiated physician separations from employment in private mediations

On behalf of a commercial company, obtained summary judgement in a breach of contract, negligent representation, intentional representation, and fraud case filed in the Philadelphia Court of Common Pleas

On behalf of a commercial company, obtained summary judgement in a breach of contract, negligent representation, intentional representation, and fraud case filed in the Philadelphia Court of Common Pleas

On behalf of a medical institution/university obtained summary judgment which was affirmed by the Third Circuit Court of Appeals in a matter alleging breach of contract and procedural and substantive due process violations following the termination of a physician employee

On behalf of a college, obtained summary judgment in a tenure denial case based on national origin discrimination which was affirmed by the Third Circuit Court of Appeals

On behalf of a university, obtained summary judgment dismissing a campus police officer's hostile environment and whistleblower claim

On behalf of an international commercial company, obtained summary judgment in a race discrimination case which was affirmed by the Third Circuit Court of Appeals

On behalf of a large health care network, obtained a trial verdict in a breach of contract claim brought by a physician

On behalf of a college, obtained summary judgment in an age and gender claim brought by an adjunct professor

On behalf of a large health care organization, obtained an injunction against a physician per a non competition agreement

On behalf of a university, obtained summary judgment in a civil rights action brought by a student in federal court

Obtained dismissal of a gender based discrimination claim brought under the Equal Rights Amendment of the Pennsylvania Constitution

Litigated and resolved non competition and other restrictive covenants in various federal and state court jurisdictions

Provided advice and counsel to businesses, non profits and educational institutions on all aspects of employee discipline and termination resulting in significant savings and no ensuing litigation

Provided advice and counsel to universities and colleges on an array of education and employment matters including tenure track issues, student and faculty discipline, faculty and administrative appointments, grievance process and proceedings and policy review

Reviewed and negotiated executive employment contracts and other related employment agreements

Conducted and supervised training in employment related areas including, harassment, EEOC issues, FMLA procedures, and discipline and discharge

Conducted and supervised training in the areas of education related issues including, FERPA, Title IX, sexual assault response, technology and social media policies and faculty evaluation

Conducted numerous complex and high profile internal investigations related to misconduct, discrimination and alleged violations of policy

## IN THE NEWS

Best Lawyers® Recognizes 45 White and Williams Lawyers  
*Firm News*, 8.18.23

Nancy Conrad Elected President of the Bar Association of Lehigh County (BALC)  
1.20.23

White and Williams Partner Nancy Conrad and Attorney Jeffrey Stewart Recognized as Two of Lehigh Valley Business' Power List in Law  
12.15.22

Best Lawyers® Recognizes 40 White And Williams Lawyers  
*Firm News*, 8.18.22

Nancy Conrad Elected Pennsylvania Bar Association Vice President  
5.16.22

White and Williams Proudly Supports the Girl Scouts of Eastern Pennsylvania Take the Lead  
4.21.22

White and Williams Supports PBA Women in Profession Retreat  
11.5.21

Best Lawyers® Recognizes 38 White and Williams Lawyers  
8.19.21

Nancy Conrad Honored by the Pennsylvania Bar Association With President's Award  
5.20.21

Nancy Conrad Discusses Trial Bar Diversity Stalling Out Under Pandemic Stress  
*The Legal Intelligencer*, 11.6.20

Best Lawyers® Recognizes 43 White and Williams Lawyers  
8.20.20

White and Williams Collaborates With Terra Dotta, Yale University on Higher-Ed COVID-19 Management App  
7.27.20

White and Williams Lawyers Join CIANJ's "Higher Education Forum" Steering Committee in 2020  
2.6.20

Nancy Conrad Featured in *State of the Lehigh Valley*  
12.4.19

White and Williams Sponsors "Senator for a Day" Program  
11.22.19



13th Annual Coverage College Hosts Over 400 Insurance Professionals  
11.1.19

*Best Lawyers*® Recognizes 29 White and Williams Lawyers  
8.15.19

Nancy Conrad Honored with Anne X. Alpern Award by PBA Commission on Women in the Profession  
5.22.19

Trio of White and Williams Lawyers Honored at PBA Annual Meeting  
5.21.19

Nancy Conrad Coordinates First-Ever PBA Midyear Meeting Community Service Project  
3.25.19

Nancy Conrad Breaks Down Myths of Federal Practice in PA Bar News  
*Pennsylvania Bar News*, 1.21.19

12th Annual Coverage College Features Current Trends and State of the Insurance Claims Industry  
10.23.18

Congratulations 2018 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars  
10.18.18

Nancy Conrad to Serve on Pennsylvania Bar Association Board of Governors  
5.10.18

Nancy Conrad Weighs in on Effective Sexual Harassment Training  
*Pennsylvania Bar News*, 1.1.18

Congratulations 2017 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars  
11.11.17

White and Williams Recognized at Sheridan Elementary School for Leadership Day  
6.23.17

Nancy Conrad Appointed to Hearing Committee for the Disciplinary Board of the Supreme Court of Pennsylvania  
6.9.17

White and Williams sponsors Senator for a Day Program  
3.31.17

Congratulations 2016 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars  
10.18.16

Coverage College Celebrates Its 10th Anniversary  
9.22.16

Nancy Conrad Elected Chair of PBA's Labor and Employment Section  
6.7.16

Law Week 2016: Lawyers Visit Adopted School for Law Day  
5.5.16

Nancy Conrad Quoted in Article on Habits of Effective Rainmakers  
3.22.16

Congratulations 2015 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars  
10.21.15

Nancy Conrad Elected to Board of Directors for Pennsylvania Bar Institute  
8.17.15

## **EVENTS**

U.S. Supreme Court Roundup 2023  
Pennsylvania Bar Institute, 7.25.23

MEDx Talks 2022  
Liberty View at Independence Visitor Center, 9.15.22

U.S. Supreme Court Roundup 2022  
Pennsylvania Bar Institute, 7.25.22

Lehigh Valley Labor & Employment Seminar  
DeSales University, 5.20.22

Hot Topics in Litigation  
Civil Section Litigation Retreat 2022 (Gettysburg, PA), 5.1.22

Walking the DEI Talk at the Bar: Building an Inclusive Community  
National Association of Bar Executives | State and Local Bar Association DEI Summit, 4.27.22

Invite. Invest. Inspire. Diversity, Equity and Inclusion Strategies That Work for Bar Associations  
Pennsylvania Bar Association Conference of County Bar Leaders, 2.25.22

2020-21 Term of the Supreme Court of the United States on Federal Practice  
Pennsylvania Bar Association 2022 Midyear Meeting, 2.4.22

Practicing Law In the Pandemic and Moving Forward  
Pennsylvania Bar Association Commission on Women in the Profession 2021 Fall Retreat, 11.5.21

Hot Topics for Your Practice: Your 2021-2022 Survival Guide  
Pennsylvania Bar Association, 9.24.21

Lehigh Valley Business Higher Education Seminar  
Lehigh Valley Business Webinar, 9.22.21

U.S. Supreme Court Roundup 2021  
Pennsylvania Bar Institute Meeting, 7.21.21

Lehigh Valley Labor & Employment Seminar  
Webinar, 5.26.21

Perspectives on Understanding and Responding to Hate Crimes  
PBA Diversity and Inclusion Best Practices Series Webcast

The Life and Legacy of Ruth Bader Ginsburg  
PBA Diversity and Inclusion Best Practices Series Webcast, 3.29.21

Women of the US Supreme Court  
PBA Women in the Profession Committee Live Webinar, 3.23.21

Top Employment Cases as Viewed From the Bench  
PBA Labor and Employment Law Section Retreat Webcast, 3.5.21

Status and Next Steps for the District Court  
Bar Association of Lehigh County Webinar, 3.3.21

LGBTQ Rights: Precedent Can Be Personal  
PBA Diversity Team Webcast, 2.11.21

The Impact of the 2019-20 Term of the Supreme Court of the United States on Federal Practice  
PBA Midyear Meeting, 1.28.21

Celebrating 30 Years of the ADA  
PBI Webcast, 11.12.20

An Update on Interacting With the Federal Courts During the COVID-19 Crisis  
Bar Association of Lehigh County Webinar, 10.28.20

Federal Practice Institute 2020  
Pennsylvania Bar Institute Webcast, 10.23.20

Coverage College 2020  
10.22.20

The Future of Higher Ed Summit  
Lehigh Valley Business Webinar, 9.29.20

How Can Colleges and Universities "Stay" Open: Lessons from the Pandemic  
CIANJ Virtual Event, 9.9.20



Interacting With the Federal Courts During the COVID-19 Crisis  
Bar Association of Lehigh County Webinar, 8.19.20

Trial Skills from Trailblazing Women Litigators  
Pennsylvania Bar Institute (Webinar), 8.6.20

COVID-19: Mitigating Risk and Liability for a Fall Reopening  
Academic Impressions Virtual Workshop, 8.5.20

US Supreme Court Roundup 2020  
Pennsylvania Bar Institute Webcast, 7.20.20

Green Phase or Next Phase: Updated Guidance for Pennsylvania Employers and Employees Returning to the Workplace  
Webinar, 7.15.20

Pennsylvania Return to the Workplace  
Webinar, 6.11.20

Steps To Take to Prepare Your Workplace During COVID-19  
PBI Webinar, 3.20

Diversity and Suffrage in 1920 and 2020  
Conference of County Bar Leaders Annual Conference (Hershey, PA), 2.28.20

Sexual Misconduct Claims on the College Campus 2020: The Past, Present and Future of Title IX Actions in Higher Education  
Pennsylvania Bar Institute (Philadelphia, PA), 2.7.20

The Impact of the 2018-19 Term of the US Supreme Court  
Pennsylvania Bar Association 2020 Midyear Meeting, 1.31.20

Tackling the Big Issues - A Higher Ed Legal Update  
Commerce and Industry Association of New Jersey (Rutherford, NJ), 11.12.19

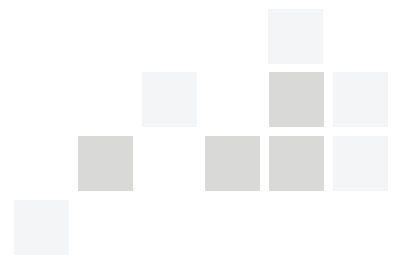
Coverage College 2019  
10.24.19

2019 Lehigh Valley Employment Law Seminar  
National Museum of Industrial History (Bethlehem, PA), 6.5.19

The #Me Too Movement and Civil Litigation  
PBA Civil Litigation Section Retreat (Baltimore, MD), 5.4.19

The Future of Higher Education  
Future of Higher Education Symposium (Center Valley, PA), 3.28.19

Practice Before United States Magistrate Judges  
Bar Association of Lehigh County Lunch Seminar (Allentown, PA), 3.15.19



Judicial Review of Top Employment Cases

PBA Labor & Employment Law Section Retreat (Hershey, PA), 3.8.19

Winning Your Case Through Depositions

Pennsylvania Bar Association Midyear Meeting (Grand Cayman, Cayman Islands), 1.31.19

Coverage Issues and Sexual Harassment, Discrimination and Retaliation Claims

12th Annual Coverage College, 10.4.18

Coverage Issues and Sexual Harassment, Discrimination and Retaliation Claims

12th Annual Coverage College, 10.4.18

Employment Law Seminar

National Museum of Industrial History (Bethlehem, PA), 6.13.18

More Women at the Table as First Chair Trial Counsel

PBA Commission on Women in the Profession (WIP) 25th Annual Conference (Hershey, PA), 5.11.18

Federal Practice Part II: Procedures and Pointers from the Bench

The Bar Association of Lehigh County (Allentown, PA), 4.3.18

The Impact of the 2016-17 Term of the US Supreme Court and a Preview of the Top Cases for 2017-18

Pennsylvania Bar Association Midyear Meeting (Key West, FL), 1.25.18

Federal Practice: Procedures and Pointers from the Bench

Bar Association of Lehigh County (Allentown, PA), 11.30.17

Employment Law Seminar - Lehigh Valley

Penn State - Lehigh Valley, 5.17.17

Key Cases of the Women's Movement

Pennsylvania Bar Association Annual Meeting | Pittsburgh, PA, 5.11.17

Hot Topics in Federal Practice

Pennsylvania Bar Association Annual Meeting | Pittsburgh, PA, 5.10.17

School Policy Institute

Kutztown, PA, 4.17.17

Employment Law Seminar - Philadelphia

Philadelphia, PA, 4.12.17

Top Labor and Employment Cases

Pennsylvania Bar Association Labor & Employment Law Section Retreat (Hershey, PA), 3.11.17

The Impact of the 2015-16 Term of the Supreme Court of the United States on Federal Practice and a Preview of the Top Cases for 2016-17

Philadelphia Bar Association Midyear Meeting, 1.27.17

Keep Up with the Changing Tide: A Roundtable Discussion  
Pennsylvania Bar Association Midyear Meeting, 1.27.17

Supreme Court Update: Highlights of the 2015-2016 Term and a Survey of the 2016-2017 Term  
The 2016 Middle District of Pennsylvania Bench/Bar Conference, 9.23.16

Trends in Employment Practices Liability Claims  
White and Williams Coverage College, 9.22.16

Employment Law Seminar - Lehigh Valley  
Penn State Lehigh Valley (Center Valley, PA), 6.9.16

Employment Law Seminar - Philadelphia  
Philadelphia, PA, 5.18.16

The Impact of the 2014-15 Term of the Supreme Court of the United States on Federal Practice and a Preview of the Top Cases for 2015-16  
Pennsylvania Bar Association Midyear Meeting, 1.29.16

Faculty Misconduct: The Anatomy of a Dismissal Case  
National Association of College and University Attorneys' Annual Conference (Washington, DC), 6.29.15

Employment Law Seminar  
Philadelphia, PA, 5.20.15

## PUBLICATIONS

Federal Trade Commission Prohibits Nearly All Non-Compete Agreements  
*Labor and Employment Alert*, 4.24.24

New Admissions Lawsuit Follows Affirmative Action Supreme Court Decision  
*Higher Education Alert*, 7.13.23

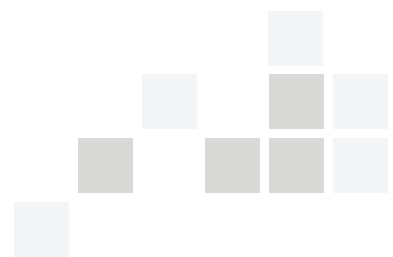
Jury Awards over \$25 Million in a Reverse Discrimination Case against Starbucks  
*Client Alert*, 7.3.23

The Pregnant Workers Fairness Act (PWFA) Goes Into Effect on June 27, 2023  
*Client Alert*, 6.9.23

Enforcement Provisions Under The PUMP For Nursing Mothers Act Take Effect April 28, 2023  
*Labor and Employment Alert*, 4.27.23

Multimillion-Dollar Settlement for the U.S. Women's National Soccer Team  
*The Employment Law Counselor*, 3.3.22

Third Circuit Finds Liability Under Title IX For Actions of Non-Students  
2.3.22



COVID-19 and the Workplace: An Overview of Federal Guidance on Employer Responsibilities and Employee Rights  
*Lehigh Valley Business*, 11.22.21

Division I Athletes Can Proceed with Wage Claim  
*The Employment Law Counselor*, 9.7.21

An Employer's Duty to Reasonably Accommodate  
*The Employment Law Counselor*, 7.6.21

Recent Court Decisions Involving Lawsuits from University Students  
*Higher Education Alert*, 6.2.21

Off-Campus Conduct and Speech: Academic Freedom vs. Academic Responsibility  
*Lehigh Valley Business – Wealth Management & Higher Education Issue*, 3.1.21

Words Matter in Attendance Policies  
*Labor and Employment Alert*, 1.29.21

PA Governor Orders Targeted Mitigation Measures, Including Telework Unless Not Possible  
*Labor and Employment Alert*, 7.17.20

US Supreme Court: Title VII Protection Extended to LGBT+ Employees  
*Labor and Employment Alert*, 6.16.20

Return-to-Workplace Checklist: Considerations and Emerging Best Practices for Employers  
*Labor and Employment Alert*, 6.5.20

Recently Released Title IX Regulations Mandate Significant Policy Review and Revisions  
*Higher Education Alert*, 5.13.20

Worker Safety Measures Ordered in Pennsylvania and Other Jurisdictions  
*Labor and Employment Alert*, 4.16.20

University Students Seek Refund of Tuition Fees and Other Costs  
*Higher Education Alert*, 4.13.20

Coronavirus Panic Is Going Viral-Steps to Take to Protect Your Workplace  
*The Legal Intelligencer*, 3.9.20

The Pennsylvania Medical Marijuana Act and Implications for the Workplace  
*Labor and Employment Alert*, 4.5.19

Hostile Work Environment Claims in Today's Workplace  
*The Temple 10-Q*, 11.15.17

US Department of Education Issues New Interim Guidance on Campus Sexual Misconduct  
*Education Law Alert*, 9.29.17



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ANNIVERSARY

White and  
Williams LLP

Nancy Conrad

Avoiding Hostile Work Environment Claims in Today's Workplace  
*Labor and Employment Alert*, 7.25.17

DOL Issues Final Rule Amending Overtime Exemptions Under FLSA  
*Labor and Employment Alert*, 5.19.16

EEOC Files Multiple LGBT Suits in Federal Courts  
*Labor and Employment Alert*, 3.9.16

Supreme Court Revives Pregnant UPS Employee's Claim  
*Labor and Employment Alert*, 3.27.15