
Title IX Investigations

All public and private colleges and universities receiving federal financial assistance are prohibited under Title IX from discriminating on the basis of gender. On April 4, 2011, the Office for Civil Rights (OCR) in the U.S. Department of Education issued a Dear Colleague Letter on student-on-student sexual harassment and sexual violence. The letter explains a school's responsibility to respond promptly and effectively to sexual violence against students.

I have investigated more than 50 Title IX complaints involving students, faculty and staff. I can respond promptly to your current investigative needs or assist you in a review of your practices and policies as you act proactively to comply with state and federal mandates. At the conclusion of my work I will provide you with a comprehensive report and recommendations for remedial action.

Workplace Investigations

Federal and state laws prohibit discrimination based on race, religion, age, ability, gender, and in some cases sexual orientation. I have performed more than 200 workplace investigations during my legal and HR career, including allegations of individual discrimination, harassment, and retaliation.

I believe that trust, integrity and impartiality are key to a fair investigative process that will result in a successful resolution. I can interview witnesses, gather and evaluate evidence, and work with you to uncover and remedy workplace conflicts at every level, both before and after any claim is filed.

Testimonials

She is a highly accomplished administrator with the unique ability to draw from a varied academic background and an extensive professional experience in order to help clients gain problem solving tools and improvements within the workplace... I have seen her work have immediate and long lasting results with an institution.

**- Thomas Mahoney,
North Shore Community College**

For More Information

For more information, make sure to take a look at PNY Consulting online at:

www.pnyconsulting.com

Contact Pamela

Pamela Nolan Young can be reached by phone or email, or by the contact form on her website.

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PNY Consulting

Strategic Consulting for Higher Education, Small Businesses, and Individuals

Clients receive innovative, data-driven solutions to questions of diversity and inclusion, AA/EEO compliance, and human resource management. Your confidential, sensitive investigations and compliance concerns will be resolved to your satisfaction.



Pamela Nolan Young, J.D.

Pamela Nolan Young is an attorney, educator, and HR professional certified by the Society of Human Resource Management. Pamela has more than 25 years of experience in Employment and Labor law, Affirmative Action and EEO legal issues, Diversity Training, Personnel Management, and strategic initiatives.

A member of the Massachusetts Bar, she has practiced in all Massachusetts state courts and the United States District Court of Massachusetts. A NCBI certified trainer, Pamela has conducted hundreds of workshops and professional development trainings for a variety of organizations.

An Experienced Professional

Pamela's experience in Higher Education has included Title VII, Title IX and ADA and FMLA compliance and investigations. She has conducted workshops and professional development trainings for students, staff and faculty. The more than 10 years spent in Higher Education in the variety of roles enables Pamela to provide her Higher Education clients with insight other consultants can not provide.

Services & Specialties

- ❖ Title IX Investigations
- ❖ Workplace Investigations
- ❖ Workshops
- ❖ Training
- ❖ Diversity & Inclusion
- ❖ Compliance Consulting

Training & Workshops

Providing workshops will help your organization prevent legal issues. Your staff will develop skills that will enable them to identify and assess common workplace problems. As a certified NCBI trainer I can provide customized programs in personnel management, ethics, harassment, discrimination, disability accommodations and cultural competency.



PNY Strategic
Consulting

Testimonials

Pamela's skill as an investigator on claims brought against the college by employees or in instances of student sexual assault was exceptional in both the comprehensiveness of the investigations and the compassion and kindness that she was able to convey to all the parties involved.

I never detected any "investigator bias" in work; her reports were complete, balanced and fair. Her thoughtful, measured responses based in both her extensive knowledge of the law and her experience brought an astute perspective to our deliberations. Pamela would be a valuable asset to any organization.

- Elizabeth Carmichael, Five Colleges Inc.

Working with Pamela Nolan Young was an absolute pleasure! A seasoned professional with impeccable integrity, Pamela easily earned my trust and confidence.

**- Susan Graham,
North Shore Community College**

Pamela Nolan Young presented a series of ADA/FMLA workshops to our service unions. She has the ability to take "nuts and bolts" information and make it accessible -- even lively -- to audiences not familiar with the subject.

- Jenny Silver, Smith College