

# Sarah M. Saint

Associate



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#### OFFICE

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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.

## MY PRACTICE

### EDUCATION LITIGATION AND COUNSEL

A former educator, Sarah represents school boards and public and private colleges and universities in litigation in state and federal courts and administrative agencies, such as the Office of Administrative Hearings. She has experience handling a wide range of education law disputes, including those involving compliance with federal statutes and

#### PRACTICE AREAS

Administrative and Regulatory  
Education  
Employment  
› Employment Litigation  
Litigation  
› Appellate  
› Complex Business Litigation  
› Federal Litigation

#### INDUSTRIES

Education

#### 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

#### BAR & COURT ADMISSIONS

North Carolina  
US Court of Appeals  
4th Circuit  
US District Court - North Carolina  
Western District  
Middle District  
Eastern District

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 advocating for students' rights to counsel educational institutions on state and federal regulatory compliance and civil rights issues.

Representative experience includes:

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 trial court dismissal of wage and hour and COBRA compliance claims brought by former teacher against a board of education.

Training and consultation regarding special education and disability law compliance.

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.

## 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.

Representative experience includes:

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 wage and hour and COBRA compliance claims brought by former teacher against a board of education.

Advising various employers in drafting employee handbooks and employee contracts.

Defending technology company in breach of contract action involving former executive.

## 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.

Representative experience includes:

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

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. She also assists organizations with developing diversity and inclusion policies. 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.

Representative experience includes:

Representing minors and adults in obtaining legal name and gender marker changes.

Obtaining summary judgment in favor of a board of education for a Title VII claim brought by a school administrator.

Representing amici curiae in disputing constitutionality of domestic violence protection law before the North Carolina Court of Appeals.

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.

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.

## HONORS

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)

## COMMUNITY INVOLVEMENT

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

Member, Board of Trustees, Triad Stage (2018-present)

Member, Chairperson, Board of Directors, [North Star LGBTQ Community Center](#) (2018-present)

Member, Pro Bono Committee, North Carolina Bar Association (2017-present)

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

Pride Winston-Salem (2016-present)

synerG Young Professionals (2015-present)  
Randolph School Alumni Association (2013-present)

## PUBLICATIONS & MEDIA

Panelist, "LGBT Experiences and the Law: A Panel Discussion on LGBT Lawyers in the Workplace," Wake Forest University School of Law, October 23, 2019

Co-author (with Beth Langley), "New Paid Leave Laws Require Employers to Change Practices," GGI Labour and Employment Law Newsletter, Fall 2019

Co-presenter (with Patricia Goodson), "New Salary History Bans Change Hiring Practices," GGI labour and employment group webinar, November 1, 2018

Co-author (with Bill Cary), "Supreme Court Approves Arbitration Agreement Class Action Bar," GGI Labour and Employment Law Newsletter, Fall 2018

Co-author (with Patricia Goodson), "New Salary History Bans Change Hiring Practices," GGI Labour Law Practice Newsletter, Spring 2018

Brooks Pierce Attorney Named Chair of the North Star LGBTQ Community Center, January 3, 2020

National Labor Relations Board Strikes Arbitration Agreement, December 20, 2019

US Department of Labor Clarifies Impact of Fringe Benefits on Overtime, December 18, 2019

Sarah Saint Discusses Training on Individualized Education Plans for Substitute Teachers, December 12, 2019

US Department of Labor Announces Final Rule on New Salary Levels for White Collar Overtime Exemptions, September 25, 2019

Brooks Pierce Attorneys Write Amicus Curiae Brief in Domestic Violence Case, January 22, 2019

Student's Poor Motivation May Be Fatal To An IDEA Claim Premised On A School District's Procedural Violation, December 19, 2018

Brooks Pierce Attorneys Published in GGI Labor Law Practice Group Newsletter, October 12, 2018

Supreme Court Approves Arbitration Agreement Class Action Bar, October 11, 2018

Brooks Pierce Attorney Sarah Saint Named Co-Chair of Diversity and Inclusion Committee for the NCBA Young Lawyers Division, August 29, 2018

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## SPEAKING ENGAGEMENTS

Sarah Saint to Present at North Carolina State University's GLBT Center, January 21, 2020

Sarah Saint Participates on Panel Discussing LGBTQ+ Experiences in the Legal Workspace, November 8, 2019

Tricia Goodson and Sarah Saint to Speak on Geneva Group International Webinar Regarding Salary History Bans, October 30, 2018