



## Pamela J. Kovacs

Counsel | [pamela.Kovacs@lathropgpm.com](mailto:pamela.Kovacs@lathropgpm.com)

### MINNEAPOLIS

80 South Eighth Street  
3100 IDS Center  
Minneapolis, MN 55402

### Assistant

Tammy Hahn  
612.632.3216

### PRACTICE AREAS

Employment & Labor

Employment Litigation

Higher Education

### COURT MEMBERSHIPS

- Minnesota
- U.S. District Court, District of Minnesota

### EDUCATION

The George Washington  
University Law School, J.D.,  
*summa cum laude*, 2012

- Order of the Coif

Bethel University, B.A. in  
Journalism, *magna cum laude*,  
2007

### LANGUAGES

Turkish

As a former recruiter, Pamela Kovacs brings a unique insight into her work in employment and labor law, including having advised clients in the areas of discipline and discharge, employee handbooks, wage and hour, professional employer organizations, joint employment issues, collective bargaining, and labor campaigns. In addition, her education and experience in government contract law during law school provided Pamela a useful foundation for her affirmative action work with government contractors.

Pamela also advised colleges and universities on higher education laws, such as Title IX, the Clery Act, the Campus SaVE Act, and FERPA. As part of trainED, she regularly conducts trainings and investigations for higher education institutions as well.

Prior to joining Lathrop GPM, Pamela was a clerk for the Honorable James B. Loken at the United States Court of Appeals for the Eighth Circuit. She also served as a summer associate for Gray Plant Mooty in 2011.

### Representative Experience

- Conducted multiple investigations of allegations of sexual misconduct involving students and/or staff at higher education institutions
- Drafted sexual misconduct policies for multiple higher education institutions
- Advised higher education institutions on decisions and appeals following sexual misconduct or other policy violation investigations involving students, faculty, and/or staff

- Advised and assisted university in successfully opposing union campaign to organize adjunct faculty
- Prepared affirmative action plans for various government contractors
- Represented university in defending federal lawsuit following Title IX investigation and assisted university in reaching favorable settlement

## Presentations

- Co-presenter, "Current, and Future, Wage and Hour Challenges," and "Recruiting and Hiring Trends," Lathrop GPM 2023 Employment & Labor Law Seminar, October 24, 2023 (Minneapolis)
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 4, 2021
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 3, 2021
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 2, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 21, 2021
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 20, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," SC Technical College System, June 25, 2020
- Co-presenter, "Campus SaVE Act Final Regulations Update," trainED, November 19, 2014
- Co-presenter, "Drafting Your Notice of Determination Training," trainED, November 13, 2014
- Co-presenter, "Clery Act Annual Security Report Training," trainED, September 10, 2014

## Publications

- "Affirmatively Inefficient Jurisprudence?: Confusing Contractors' Rights to Raise Affirmative Defenses with Sovereign Immunity," coauthor, *The Federal Circuit Bar Journal*

## Client Alerts And Blog Posts

- Don't Get Burned By Misclassifying Employees  
December 30, 2015
- The Uncooperative Workplace: When the Union-Friendly Employer Faces Unionization  
November 19, 2015
- Employers' Hiring Practices May Need New "Look" After EEOC v. Abercrombie & Fitch  
June 10, 2015
- Important News on the Equal Opportunity Jerk: Minnesota Workplace Bullying Bill Is Reintroduced  
March 26, 2015
- The NLRB's New Quickie Election Rules: How to Handle the Unwelcome Stocking Stuffer  
December 30, 2014
- New Regulations Simplify Reporting Requirements for Federal Contractors . . . Really, They Do!  
October 8, 2014
- Will Minnesota's New Medical Marijuana Law Leave Employers High and Dry?  
July 16, 2014
- Week in Review  
June 12, 2014
- Are Provisions in Your Social Media Policy Overbroad? The NLRB Might Think So  
May 7, 2014
- Week in Review  
April 24, 2014
- Week in Review  
April 17, 2014
- Week in Review  
April 11, 2014
- Week in Review  
April 3, 2014
- Week in Review  
March 27, 2014
- Week in Review  
March 21, 2014

- Are You Ready For Next Week's New Affirmative Action Requirements?  
March 18, 2014
- Week in Review  
March 14, 2014
- Week in Review  
March 7, 2014
- Week in Review  
February 27, 2014
- Week in Review  
February 21, 2014
- Week in Review  
February 14, 2014
- Week in Review  
February 6, 2014
- Week in Review  
January 30, 2014
- Week in Review  
January 23, 2014
- Week in Review  
January 16, 2014
- Week in Review  
January 9, 2014
- Week in Review  
January 3, 2014
- Week in Review  
December 19, 2013
- Week in Review  
December 12, 2013
- Week in Review  
December 5, 2013
- Week in Review  
November 27, 2013
- Week in Review  
November 21, 2013
- Week in Review  
November 15, 2013
- Week in Review  
April 13, 2012

- Week in Review  
April 6, 2012
- Week in Review  
March 30, 2012
- Week in Review  
March 23, 2012
- Week in Review  
March 16, 2012
- Week in Review  
March 9, 2012
- Week in Review  
March 2, 2012
- Week in Review  
February 24, 2012
- Week in Review  
February 17, 2012
- Week in Review  
February 10, 2012
- Week in Review  
February 3, 2012
- Week in Review  
January 27, 2012
- Week in Review  
January 20, 2012
- Week in Review (New Year's Edition)  
January 13, 2012

## News Releases

- 23 Lathrop GPM Attorneys in Minneapolis Recognized for 2022 Pro Bono Service  
June 5, 2023

## Community Involvement

- Bethlehem Baptist Church, member
- Immigration Law Center of Minnesota, pro bono attorney
- Manage child safety policies, training, and response for faith-based organization working overseas

## Honors

- Minnesota State Bar Association, "North Star Lawyers," 2014, 2023