



## Candace J. Gomez

### Member

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### Profile

**Candace represents school districts, private schools, colleges, universities, corporations and individuals. She has successfully represented clients in the courts of New York State, federal court, New York State Education Department impartial hearings, New York State Commissioner of Education appeals, and U. S. Department of Education, Office for Civil Rights (OCR) investigations.**

Candace has provided general counsel services and litigation services to some of the largest school districts and universities in New York State. Her experience includes policy development, contracts, school board elections, employee disciplinary proceedings, student residency requirements, special education and student disciplinary hearings. She also has extensive experience defending clients in a variety of civil litigation matters.

Candace routinely serves as an impartial investigator regarding employee complaints involving discrimination and harassment in the workplace. Her investigation experience includes matters involving claims of racial discrimination, ethnic discrimination, gender discrimination, sexual orientation discrimination and sexual harassment. In addition, Candace assists employers with preventing discrimination and harassment complaints by conducting anti-harassment training sessions for employees. Furthermore, Candace advises employers regarding the proper handling of situations before they become official complaints.

Candace has been recognized as a Rising Star on the 2018 list of *New York Metro Super Lawyers*. *Super Lawyers* lists New York's top lawyers who have been chosen by their peers and through independent research. Candace has conducted numerous seminars and workshops on various education law topics, including presentations for the Nassau County Bar Association, the Annual School Law Conference hosted by the Nassau and Suffolk Academies of Law, and the Annual School Attorney Law Conference hosted by the New York State Association of School Attorneys.

Candace is the Chair of the Nassau County Bar Association Education Law Committee, and she is also a member of the Long Island Hispanic Bar Association (LIHBA) Board of Directors.

Candace's early legal training includes a prestigious internship at Rolls-Royce, North America while attending law school. As an undergraduate student, she was selected as the commencement speaker of her university's graduating class.

### Education

- American University, Washington College of Law (J.D. 2007)
- Tufts University (B.A., commencement speaker, 2004)

### Bar/Court Admissions

- New York

### Practices

- School Districts
- Higher Education
- Litigation
- Labor and Employment

## Honors & Affiliations

- New York State Bar Association, President's Committee on Access to Justice
- Nassau County Bar Association, Chair, Education Law Committee
- Nassau County Long Island Hispanic Bar Association, President
- Suffolk County Bar Association, Pro Bono Foundation
- Ones to Watch Law, *Long Island Business News*, September 2019
- 40 Under Forty Honoree, *Long Island Business News*, 2018
- *New York Metro Super Lawyers®*, Rising Star, 2018

## Representative Matters

- *Matter of School Administrators Association of New York State v. New York State Department of Civil Service, et al.*, 2013 N.Y. Misc. LEXIS 1956 (N.Y. Sup. Ct. 2013) (successfully argued that claims against the defendant school district should be dismissed in a matter regarding health insurance coverage)
- *Invention Submission Corporation t/d/b/a InventHelp v. IP Watchdog, Inc., et al.*, Civil Action No. 5:10-cv-74 (N.D.N.Y. 2010) (served as local counsel for plaintiff in a federal lawsuit alleging that defendants made untrue statements that constituted unfair business practices; reached a mutually satisfactory settlement agreement between the plaintiff and defendants)

## Representative Presentations

- Radio Interview, Live on LI in the AM with Jay Oliver, April 22, 2019
- Panelist, Front Burner Legal Issues and Negotiations Trends, Westchester Putnam School Board Association's 2019 Ed Law Workshop, March 22, 2019
- Sexual Harassment in the Era of Viral News, National Business Officers Association, February 7, 2019
- Conference Co-Chair, Annual School Law Conference, December 7, 2018
- Panel Member, Recent Initiatives to Address School Safety Issues and the Legal Implications, Annual School Law Conference, December 7, 2018
- New Year, New(ish) Laws: a Practical Guide to New York's Sexual Harassment Law and New York's Paid Family Leave Act, Commission on Independent Colleges and Universities (CICU), August 15, 2018
- ABC, 123: Education Law Primer, Bridge-the-Gap, The Nassau Academy of Law, March 4, 2018
- Getting Your Fair Share: Dealing With a Board of Education Regarding a Commercial or Residential Property Development Within a School District's Boundaries, Nassau County Bar Association - Education Law Committee, February 26, 2018
- Conference Chair and Moderator, "R-E-S-P-E-C-T" - Evolving Issues in Athletics and Extracurricular Activities: Concussions and Clearance, Mixed Competition Appeals and Transgender Issues, 2017 Annual School Law Conference, December 8, 2017
- Negotiations and Legal Issues: Trends, Policies and Practices, Westchester Putnam School Boards Association Conference, June 1, 2017
- School Law Legal Update, Westchester Putnam School Boards Association

District Clerk Workshop, March 1, 2017

- Panel Moderator, Students in Crisis (mandatory reporting obligations, CPS, etc.), Nassau and Suffolk Academies of Law and the Education Law Committees of the Nassau and Suffolk County Bar Associations 2016 Annual School Law Conference, December 9, 2016
- Program Co-Chair, Nassau and Suffolk Academies of Law and the Education Law Committees of the Nassau and Suffolk County Bar Associations 2015 Annual School Law Conference, December 14, 2015
- Transgender Students and Employees, Suffolk and Nassau Academies of Law and the Education Law Committees 2015 Annual School Law Conference, December 14, 2015
- Dignity for All Students Act (DASA), Suffolk and Nassau Academies of Law, and the Education Law Committees of the Suffolk and Nassau County Bar Associations 2014 Annual School Law Conference, December 8, 2014
- Provision of Summer Services to Disabled Students in the Least Restrictive Environment, Recent Significant Decisions from the Second Circuit Involving Special Education: Analysis of the Scarsdale and Cornwall Decisions, Nassau County Bar Association Education Law Committee Presentation and CLE Seminar, November 20, 2014
- Hot Topics in ADA and Section 504 Litigation, Suffolk and Nassau Academies of Law and the Education Law Committees 2013 Annual School Law Conference, December 9, 2013
- Legal Guardianship: Hot Topics & Issues, Nassau County Bar Association CLE Seminar, October 2, 2013

## Representative Publications

- Quoted in "Long Island Schools Alert Parents, Guardians to Changes in Immunization Rules," *Newsday*, August 3, 2019
- "What School Leaders Need to Know About the New Red Flag Law," *New York State School Boards Association*, June 10, 2019
- "Immigrant Students, ICE and the Role of Public Schools," *Nassau Lawyer*, July/August 2017
- "Trump Administration Rescinds Federal Guidance on Transgender Bathroom Use," *The Suffolk Lawyer*, April 2017
- "U.S. Supreme Court Deliberates Important Special Education Case," *The Suffolk Lawyer*, March 2017
- "Transgender Students' Name Change Requests," *The Suffolk Lawyer*, December 2015
- "Defending Tuition Reimbursement Claims," *The Suffolk Lawyer*, May 2015
- "Behind the Headlines: Immunizations, Religion and Schools," *The Suffolk Lawyer*, March 2015
- "Public School's DASA Duty to Private School Student," *The Suffolk Lawyer*, February 2015
- "Sex Offenders on School Property," New York State School Board's *On Board*, January 26, 2015
- "Changes to Emergency Medical Treatment in Schools," *The Suffolk Lawyer*,

December 2014

- “Educating Unaccompanied Immigrant Children in Public Schools,” *The Suffolk Lawyer*, November 2014
- “NY Court of Appeals Rejects Local Cyberbullying Law,” *The Suffolk Lawyer*, September 2014
- “Key Questions When Developing Section 504 Plans – Part Two,” *The Suffolk Lawyer*, July 2014
- “Key Questions When Developing Section 504 Plans – Part One,” *The Suffolk Lawyer*, May 2014
- “Addressing Racial Discrimination in Student Discipline,” *The Suffolk Lawyer*, March 2014
- “School District Residency for Students of Divorced Parents,” *The Suffolk Lawyer*, November 2013
- “Are School Lunch Mandates a Nutritional and Financial Flop,” *The Suffolk Lawyer*, October 2013
- “Students with Life-Threatening Allergies,” *The Suffolk Lawyer*, September 2013
- “New Regulations Regarding the Dignity for all Students Act,” *The Suffolk Lawyer*, June 2013
- “Sex Offenders on School Property,” *The Suffolk Lawyer*, May 2013
- “After Newtown, Boards Consider New Safety Plans,” *New York State School Board’s On Board*, January 28, 2013
- “Amendment to the Dignity for all Students Act,” *The Suffolk Lawyer*, January 2013
- “Anti-discrimination & Harassment in NYS Human Rights Law Not Applicable to Public School Districts,” *The Suffolk Lawyer*, November 2012
- “Notable Title IX Legal Developments,” *The Suffolk Lawyer*, October 2012
- “Celebrating the Bittersweet Anniversary of Title IX,” *The Suffolk Lawyer*, September 2012
- “School Safety v. Students’ First Amendment Rights,” *The Suffolk Lawyer*, June 2012

## Other Activities

- American University, Washington College of Law, Moot Court Honor Society
- Tufts University Commencement Speaker, 2004
- Tufts University Wendell Phillips Award, 2004
- Tufts University Ivan Galantic Award, 2004