



Sara M. Richmond

Member

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Profile

A member of Bond's Exempt Organizations practice group, Sara regularly counsels non-profit organizations as well as public, private and charter schools in Westchester County, on Long Island and within the greater New York City region.

Sara advises exempt organizations on employment issues, including: reductions in force; terminations of employment; defense of discrimination claims; compliance with the Family Medical Leave Act and the American's with Disabilities Act; the creation and review of employee handbooks and policies; and negotiation and drafting of employment agreements for staff and administrators.

Sara prides herself on keeping both herself and her clients updated on all changes in the law, such as those that related to data security and privacy. Sara is also a trained mediator with the commercial division of Supreme Court of the State of New York and has been trained in mediation by JAMS/Endispute and the CPR (Center for Professional Resolution) as well as the Council of Better Business Bureaus.

Honors & Affiliations

- Westchester Women's Bar Association
- New Rochelle Bar Association
- Association of the Bar of the City of New York, Education and the Law Committee

Representative Presentations

- Obligations of a Student's District of Residence vs. District of Location, Committee on Special Education, New York State Bar Association, February 15, 2024
- Legal Issues Affecting Transgender and Gender Nonconforming Students in K-12 Schools, 23rd Annual School Law Institute, Practising Law Institute, May 19, 2023
- An Interview with Louis DiLorenzo and Sara Richmond, Bond's New Westchester Office, Legally Bond Podcast, October 11, 2021
- Current Legal Issues Relating to COVID, Lower Hudson Council of School Personnel Administrators, October 1, 2021

Education

- Benjamin N. Cardozo School of Law (J.D., *magna cum laude*, 1989)
Samuel Belkin Scholar
- Johns Hopkins University
(B.A. 1985)

Bar/Court Admissions

- New York

Practices

- Cybersecurity and Data Privacy
- Labor and Employment
- Exempt Organizations
- School Law

- Be in the Know: Legal Requirements to Safeguard Student Data, New York City Charter School Center Webinar, May 20, 2020
- Smart Social Media Policies for Students and Staff, New York City Charter School Center, March 4, 2019
- Panelist, Bridges to Success, Westchester Putnam School Boards Association, December 10, 2018
- Panelist, From Rowley to Endrew F.: The Meaning of a FAPE, Special Education Law: Past, Present and Future; New York Law School and City Bar Symposium, March 23, 2018
- Creating a Discipline Policy that Works, New York City Charter School Center, November 2, 2017
- Legislative and Legal Update, Charter School Risk Management Round Table, March 2, 2017
- A Presentation and Roundtable Discussion Addressing Charter Schools, Westchester Women's Bar Association Education Committee, October 17, 2015

Other Activities

- Member of Giving Circle of Westchester
- Past President, Board of Education, City School District of New Rochelle