



Sarah A. Luke

Senior Counsel

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Profile

With more than ten years' experience working as both in-house labor and employment counsel and a solo general counsel, Sarah understands the importance of context. She prides herself in providing clients with timely, pragmatic advice informed by thoughtful consideration of their unique operational needs.

Sarah specializes in labor and employment law, including traditional labor, employment discrimination and complex compliance issues. She counsels public and private sector employers in every aspect of employment law, including union negotiations, arbitrations, disability and leave issues; discipline and discharge decisions; employment policies; workplace safety; workplace violence; and claims of discrimination, retaliation, unfair pay, harassment and defamation.

Honors & Affiliations

- New York City Bar Association, Minorities in the Profession Committee
- National Association of College and University Attorneys
- Detroit Metropolitan Bar Association Pro Bono Service Award, 2016

Representative Publications

- Co-author, Leadership and Empowerment: Working to Make Change. In Galura, Pasque, Schoem, & Howard, Eds. *Praxis IV: Engaging the Whole of Service-Learning, Diversity, and Learning Communities*. Ann Arbor: OCSL Press at the University of Michigan

Representative Presentations

- Reopening Legal Issues Roundtable, Commission on Independent Colleges and Universities, June 4, 2020
- Legal Issues in Higher Education, Higher Education Leadership Symposium, 2019
- #OFFEND #UPLIFT #HATE #LOVE: Blurred Lines as Both Public and Private Universities Navigate the Costs of Free Speech, National Association of College and University Attorneys, 2018
- Managing the Complexities of Investigations, College and University Professional Association for Human Resources Annual Conference, 2016

Education

- University of Michigan Law School (J.D. 2006)
- University of Michigan (B.A., *with high distinction*, 2004)

Bar/Court Admissions

- New York
- Michigan
- New Jersey
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Southern District of New York

Practices

- Higher Education
- Labor and Employment
- Title IX

- Title IX Compliance, Michigan Student Financial Aid Association, 2016
- Discriminating Taste: Diversity from Admission and Financial Aid Through Development and Alumni Relations, National Association of College and University Attorneys, 2015
- Common Pitfalls in Student Sexual Assault Hearings, National Association of College and University Attorneys, 2014
- FMLA Update, National Association of College and University Attorneys, 2012

Other Activities

- Foundation for Women and Girls with Blood Disorders, Board Member
- Lawyers Alliance for New York, Pro Bono Volunteer