



Thomas K. Rinaldi

Member

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Profile

Tom provides general counseling and representation to private and public colleges and universities on a variety of legal issues. He is accustomed to interacting with faculty, staff, administration and Board leadership to provide efficient and cost effective legal services.

Tom has provided legal counsel and guidance to institutions on matters including policies, contracts, affiliation agreements, lease agreements, intellectual property rights and other transactional and employment matters in compliance with state statutes and federal laws. Tom has reviewed and drafted employment contracts and advised institutions through reductions in force. Tom has also provided general advice and training on Florida's Sunshine Law, board governance, responding to public records requests, subpoena compliance, Title IX, FERPA inquiries and GDPR compliance.

On behalf of higher education clients, Tom has handled claims by students, employees and vendors for alleged discrimination, violation(s) of the FMLA, breach of contract and trademark infringement through all stages of litigation. As general counsel, Tom takes a proactive approach with his higher education clients to ensure that they are up to date and in compliance with existing and contemplated laws and regulations.

Honors & Affiliations

- Listed in:
 - *Florida Super Lawyers*® 2017-2020, Florida Rising Star, Business Litigation
 - *Naples Illustrated* Top Lawyers®, Commercial Litigation, 2021
 - 40 Under 40, *Gulfshore Business*, September 2021
- Collier County Bar Association, 2013 - present
- Information Systems Security Association, 2016 - present
- Thomas S. Biggs American Inn of Court, 2014 - present
- HR Collier, 2015 - present
- National Order of Barristers
- Nader/Zrake Memorial Award for Excellence in Environmental and Administrative Law
- Victor O. Wehle Trial Advocacy Award

Education

- Stetson University, College of Law (J.D., *cum laude*, 2010)
- Millsaps College (B.S., *cum laude*, 2006)

Bar/Court Admissions

- Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. Bankruptcy Court for the Southern District of New York

Practices

- Litigation
- Cybersecurity and Data Privacy
- Higher Education
- Insurance Coverage

- William F. Blews Pro Bono Award
- Book Award: Interviewing and Counseling
- Book Award: Negotiation and Mediation
- Stetson University College of Law Leadership Development Certificate

Representative Presentations

- Student Records, FERPA and Title IX, Hodges University, July 21, 2020
- Privacy Compliance Training, Hodges University, June 22, 2020
- Government in the Sunshine and Public Records, Collier Mosquito Control District, February 25, 2020
- Sunshine Law Overview, Technical Advisory Committee Naples Airport Authority, January 30, 2020
- Deposit Disputes and Pitfalls, Collier County Bar Association Real Estate Section, October 2019
- Over-staying Their Welcome: How to Handle Overstay Hospital Patients, Naples Community Hospital, November 1-2, 2018
- Public Records Pitfalls, City of Naples Airport Authority, July 31, 2018
- Family Educational Rights and Privacy Act, Hodges University Faculty Orientation, July 13, 2018
- Panel Member, Organizational Privacy Summit, May 1-2, 2018
- Data Breach Notification and Ethical Concerns, Lee County Legal Aid Society, Inc., Annual Technology Seminar, December 8, 2017
- Panel Member: Smart Things and Personal Security, Cybersecurity and the Law, Hello SWFL, July 13, 2018
- Data Breach Notification and Ethical Concerns, Paralegal Association of Florida, Inc., Southwest Chapter, March 26, 2017
- Avoid Getting Bit by Staying in the Sun, The Public Official's Roadmap for Complying with Florida's Sunshine and Public Records Laws, Collier County Mosquito Control District, February 23, 2017
- Panel Member: Cybersecurity 360: It's more than technology - A different approach to prepare against cyber-attacks, The Florida SBDC of SW Florida, January 31, 2017
- Avoiding Sunburn from the Shade - The Public Official's Roadmap for Complying with Florida's Sunshine and Public Records Laws, City of Naples Airport Authority Noise Compatibility Committee, January 26, 2017
- Protecting Your Client's Data: Responsibilities Before and After a Hack, Collier County Bar Association, Trust and Estate Section, October 6, 2016
- Creating a Data Privacy Plan, Hodges University Data Privacy and Cyber Liability Seminar, September 21, 2016
- Your Law Firm Has Been Hacked: Protecting Client Information and Your Duty to Disclose, Collier County Bar Association, September 25, 2015
- Transparency in Government, Naples Airport Authority Noise Compatibility Committee, August 27, 2015
- Florida's Sunshine Law, Public Records Requests, and Ethics, City of Naples Airport Authority's Noise Compatibility Committee and the Collier County

Mosquito Control District

- The Value of SIU in Investigating Claims, Allstate Insurance Company

Representative Publications

- "Concentrate and Ask Again - Donald Trump and the Ku Klux Klan Act," *The Adverse Witness*, March 4, 2021
- Quoted in "How to Think Like a Hacker," *Naples Daily News*, September 21, 2016
- "Confidential Data Breach - Escaping Potential Liability," *Bond Information Memo*, July 2016
- "Health Care: HIPAA Covered Entities - Your Organization's Liability after a Cyber-Attack," *Bond Information Memo*, December 2015
- "E-Discovery and Information Management: Electronic Data Breach Of Student Records - The University's Obligation To Disclose," *Bond Information Memo*, March 2015

Other Activities

- Single A Commissioner, Greater Naples Little League
- Past Board Member, CCBA Young Lawyer's Division
- Ex-officio Board Member, Literacy Volunteers of Collier County
- Grants Commission, Trinity-By-The Cove, 2014-present
- Lee County School District Advisory Committee, 2013-2014
- Alternate Member, Fort Myers Nuisance Abatement Board, 2013-2014
- Alumnus, Barney Masterson Inn of Court, 2012-2013
- Stetson University College of Law Alternative Dispute Resolution Board Member, 2008-2010
- Marine Industries Association of Collier County, 2015
- Optimist Club Soccer Coach U4