

Kara T. Rozin

Member

Kara T. Rozin dedicates her legal practice to enriching the quality of education for students by assisting educators in state and federal legal matters. She represents Michigan public school districts and private employers in an array of labor and employment law and litigation matters. Kara defends school districts and employers in claims alleging employment discrimination, retaliation, wrongful termination, violation of constitutional or civil rights, sexual harassment, intentional torts, and other related matters. She also serves to protect the interests of school districts and private employers during quasi-judicial proceedings such as investigations by the Department of Education, Office of Civil Rights, Equal Employment Opportunity Commission and the Michigan Department of Civil Rights. These investigations include Complaints alleging violations of the Americans with Disabilities Act, Family Medical Leave Act, Title VII, Title IX, Age Discrimination in Employment Act and the Elliot-Larsen Civil Rights Act.

In addition, Kara frequently delivers compliance training programs on complex topics such as Title IX, Title VII, FMLA, ADA, Restorative Justice, Seclusion and Restraint, Transgender, and Employer Investigations. She also provides educational seminars to employers and employees across the state of Michigan. Recent speaking engagements include:

- "The FMLA and the ADA," Michigan Association of School Personnel Administrators
- "What's Really Important to Your Employees - Assessing Union Proposals," Michigan Negotiators Association
- "Investigations," Michigan Association of School Personnel Administrators
- "Employment Law Update: Weed, Leave & Other Trending Issues," Michigan Association of School Boards
- "MERC Updates and Takeaways," Michigan Negotiators Association
- "Bargaining 101: Understanding the Essentials," Michigan Negotiators Association
- "Contractual Considerations that may Contribute to a Positive Culture in Labor Negotiations," Michigan Negotiators Association Fall Conference
- "Title IX/Social Media/OCR, EEOC, and MDCR," MAISL Trust
- "When the OCR, EEOC or MDCR Come Knocking on Your Door," Michigan School Business Officials
- "Emerging Issues Under PA 349, Financial Cost of Absenteeism & Latest on the FMLA," Southwestern Michigan School Business Officials
- "HR Issues: Top 10 Things Across Our Desk," Michigan Association of Public School Academies Support Staff Conference
- "Bargaining: An Overview of Negotiations," Michigan Negotiators Association
- "When the OCR Comes Knocking on Your Door and Funding the Unfunded," School Law & Finance Seminar

Kara earned her Bachelor of Arts degree in Political Science/Pre-Law from Purdue University, West Lafayette, IN and her Juris Doctorate from Thomas M. Cooley Law School. She is a member of the State Bar of Michigan, and the Grand Rapids and Federal Bar Associations, as well as the Women Lawyers Association of Michigan.

When not practicing law, Kara enjoys traveling and spending time with her family, friends, and dog. Kara regularly serves as a volunteer and Board Member for the Humane Society of West Michigan and frequently volunteers at the Guiding Light Mission in downtown Grand Rapids.

Practices, Industries & Services

Education
Labor & Employment

Memberships

- Federal Bar Association
- Grand Rapids Bar Association
- State Bar of Michigan
- Women Lawyers Association of Michigan



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Education

J.D., Thomas M. Cooley Law School,
Lansing, Michigan, 2008

B.S., Purdue University-Main
Campus, West Lafayette, Indiana,
2004

State Bar Licenses

Michigan

Presentations

- Top 5 Trends for the New School Year
- Investigation Procedures and Assessing Corrective Action Documentation
- Communications in the Era of Social Media
- Student Discipline, Investigations, and a Sprinkle of Title IX!
- Investigations and Documentation, Oh My!
- Title IX Essentials
- Top 5 COVID-19 Issues Coming to a School HR Department Near You – Q&A Style!
- Title IX: What You Need to Know
- Bullying and Harassment: What's What? (Special Education)
- WEBINAR: "Title IX Investigations: Best Practices and How to Avoid Common Missteps"
- January 21, 2017 Clark Hill & Plante Moran School Law & Finance Seminar Presentation
- WEBINAR: Restorative Justice: Reshaping School Discipline