

Julie C. Fay

Partner

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Hartford

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Julie C. Fay represents a wide range of educational institutions, including k-12 public and independent schools and colleges and universities, in legal issues related to students, employees, governance, and policy. Her work also includes advising non-profit organizations such as camps and after school programs, in addition to serving as independent counsel for organizational ombudsman programs for institutions of higher education and other organizations. Julie is a current member of Shipman's Management Committee and former co-chair of the School Law Practice Group.

Julie is sensitive to the unique issues of modern educational institutions and emphasizes a preventative, practical approach. She advises schools on all aspects of day-to-day operations, including issues related to special education, student health and confidentiality, student discipline, employee relations, and harassment prevention and anti-discrimination practices. Julie works collaboratively with school leaders regarding best practices for managing risk and crisis prevention and response, and in developing compliant policies and other documents such as enrollment agreements, employment contracts, and handbooks. Julie also represents schools in administrative hearings, including expulsion hearings and special education mediations and due process hearings and has advised and represented schools in matters before the Office for Civil Rights.

Julie is well versed in Title IX and schools' obligations under the IDEA, Section 504 and the ADA. As an approved investigator for United Educators, Julie conducts investigations on behalf of schools and frequently advises educational and other organizations on matters related to sexual misconduct and mandated reporting obligations.

Beyond her legal practice, Julie actively contributes to the education community by providing training and professional development workshops on topics such as professional boundaries, student

investigations, mandated reporting, sexual harassment prevention and response, student accommodations and special education. As a seasoned presenter, she has frequently participated in conferences for local, regional and national associations such as CAIS, NAIS, TABS, AISNE, CAS, NSBA, and ConnCASE. Julie is a past president of the Connecticut Council of School Attorneys (COSA) and is a former adjunct professor at Quinnipiac Law School where she taught a course on Education and the Law.

Having worked as an independent school teacher and coach prior to pursuing her legal career, Julie brings her unique, personal experience and valuable insight to her education law practice.

Distinctions

- Listed in The Best Lawyers in America®: *Employment Law - Management* (2025-2026)
- Listed as a Connecticut Super Lawyer Rising Star®: *Schools & Education* (2011-2012)
- Connecticut Bar Association Honor Roll, Connecticut Pro Bono Network (2005)
- Connecticut Bar Foundation: James W. Cooper Fellow
- *Connecticut Law Review*, Articles Editor

Teaching Positions

- Quinnipiac University School of Law: Former Adjunct Professor, Education Law (2009-2014)

Professional Affiliations

- American Bar Association
- Connecticut Bar Association: Education Law Committee
- Massachusetts Bar Association
- Connecticut Council of School Attorneys: President (2010-2011); Secretary (2009-2010)
- Massachusetts Council of School Attorneys
- National School Boards Association
- National Association of College and University Attorneys
- National Association of Independent Schools
- National Business Officers Association
- Connecticut Association of Independent Schools

Community Involvement

- Massachusetts Department of Developmental Services, Human Rights Committee (2018-Present)
- Hartford Youth Scholars Board of Directors, Member

Credentials

Education

- University of Connecticut School of Law, J.D., 2001, with honors
- Middlebury College, M.A., 1995
- Williams College, B.A., 1991, *cum laude*

Bar Admissions

- Connecticut, 2002
- Massachusetts, 2001

Court Admissions

- U.S. District Court, District of MA
- U.S. District Court, District of CT, 2002