

Phil Catanzano**Founder and Partner Education & Sports Law Group, LLC**

Phil Catanzano is a co-founder of Education & Sports Law Group, LLC. His practice focuses on advising higher education clients on a wide range of issues, including intercollegiate athletics, harassment or sexual violence on campus, disability law, and other issues impacting campus life. He is a regular speaker on issues involving higher education law and provides customized training to meet the needs of clients.

Phil previously worked for seven years in Holland & Knight's Boston office where he was a member of the Education Team. Prior to joining Holland & Knight, Phil was an attorney with the U.S. Department of Education's Office for Civil Rights (OCR) for almost a decade. He is a graduate of Boston College Law School, Boston College Lynch School of Education, and Northeastern University.

Phil frequently advises institutions at the Division I, Division II and Division III level regarding federal compliance issues. This advice often follows or is provided in conjunction with programmatic reviews of the institution's athletic program and commonly is used by the institutions to create equity plans or surveys. Phil also has extensive experience in conducting reviews of specific teams and personnel regarding allegations of misconduct, e.g., hazing, policy violations, or compliance violations.

Phil also advises institutions on their policies and practices surrounding sexual misconduct on campus. During his time at OCR, Phil led investigations of several higher education institutions that were alleged to be out of compliance with Title IX regarding their response to sexual violence on campus. These investigations ranged from broad compliance reviews that analyzed every aspect of an institution's response mechanism, to specific allegations of sexual violence or harassment filed by individual students or employees. At Holland & Knight, Phil primarily supported institutional staff in executing investigations and hearings. He also conducted investigations into allegations of misconduct involving groups, including Greek members, athletic teams, and other challenging scenarios. Phil has served as an interim Title IX coordinator for institutions and has trained countless individuals regarding investigating and adjudicating claims of sexual misconduct. Phil also provides customized trainings on boundaries, hazing, mandatory reporting laws involving minors, and similar topics.

Phil devotes a significant portion of his practice to advising institutions regarding individuals with disabilities on campus and the accommodation process, and he has represented many institutions in creating internal compliance programs in this area. He has also assisted institutions in responding to individuals that exhibit threatening or suicidal behavior, insofar as institutions commonly must consider disability-related protections in the face of a potential threat to the community. This often leads to his working closely with campus emergency response providers, student accessibility staff, and other medical and psychological caregivers on a campus to develop appropriate response plans. Phil also worked with the National Association of College and University Attorneys to develop and teach its multicomponent online course entitled, "Achieving and Maintaining an Accessible Campus: A Guide to Higher Education Disability Law and Accommodations," which is offered twice a year.