

Every **PACE** dollar  
is a member dollar.

Call before you incur  
unnecessary legal costs  
that may be covered  
by PACE.



USE YOUR  
**PACE** BENEFITS  
AND ASK FOR **PACE LEGAL SERVICES**  
**503-485-4800**

**PACELEGAL@OSBA.ORG • PACE.OSBA.ORG**

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# **PACE** LEGAL SERVICES



**FREE LEGAL CONSULTATION**  
**BEFORE YOU FACE A LAWSUIT**



# GET ADVICE YOU CAN TRUST—BEFORE A SITUATION GETS OUT OF CONTROL

**PACE legal services** for school districts, charter schools and community colleges minimize your costs and reduce risk with money-saving legal advice before a lawsuit is filed!

## CONTACT PACE

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[PACE.OSBA.ORG](http://PACE.OSBA.ORG)

if you face these high-risk situations:

**Employee termination • Personal injury on school property  
Student or employee harassment, bullying, discrimination  
or retaliation • Inappropriate staff/student relationships  
Review of indemnification provisions • Risk management for  
student activities and review of waivers • Title IX**

- ◀ **EMPLOYEE TERMINATION** Call to consult with a PACE attorney at least 72 hours prior to making an employment termination, non-renewal, non-extension or layoff decision. If you terminate an employee without consulting PACE, you will incur a \$25,000 minimum deductible. (*Waiver of the deductible does not apply if your deductible is greater than \$25,000.*)
- ◀ **PERSONAL INJURY ON SCHOOL PROPERTY** Whether it's a student injured at sports practice or a parent injured while attending a school event, our staff will walk you through the steps to help avoid a lawsuit.
- ◀ **STUDENT OR EMPLOYEE HARASSMENT, BULLYING, DISCRIMINATION OR RETALIATION** Call as soon as you receive notice of a complaint. We can assist with investigation and follow-up to minimize liability and resolve the situation.

- ◀ **INAPPROPRIATE STAFF/STUDENT RELATIONSHIPS** Legal staff can assist with the investigation; ending the employment relationship; and communicating with the press, the community, attorneys and law enforcement.
- ◀ **REVIEW OF INDEMNIFICATION PROVISIONS** Before you sign a contract, run it by legal staff to make sure you're protected. PACE attorneys routinely review all types of indemnification provisions.
- ◀ **REVIEW STUDENT ACTIVITY AND WAIVERS** If your staff suggests an activity, call legal staff to discuss ways to reduce your liability.
- ◀ **EMPLOYEE AND STUDENT SPEECH** PACE attorneys can help you assess and navigate the free speech implications surrounding flags, symbols and statements made in schools, on clothing and on social media.
- ◀ **BOLI/EEOC COMPLAINT DEFENSE** PACE attorneys defend schools in BOLI and EEOC complaints filed by current and former employees.
- ◀ **ODE/OCR COMPLAINT DEFENSE** PACE attorneys can assist schools with responding to complaints filed with ODE and OCR.
- ◀ **TORT CLAIM NOTICE DEFENSE** PACE attorneys can assist schools with responding to tort claim notices.
- ◀ **LAWSUIT DEFENSE** PACE attorneys defend schools in Oregon state and federal courts.
- ◀ **ADMINISTRATOR TRAINING** PACE attorneys can provide school administrators with training on a wide variety of topics including bullying, discrimination, sexual abuse and sexual conduct procedures, hiring process, employee discipline and termination process, All Students Belong, investigations and complaint process.