



Maureen P. Holland

Member

Philadelphia

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Practice Areas

- Environmental, Social & Governance
- Institutional Response Group

Industry Sectors

- Education

Education

- Temple University—James E. Beasley School of Law, J.D., 2007
- Villanova University, B.A., *cum laude*, 2004

Bar Admissions

- Pennsylvania

Affiliations

Executive Board, Face to Face Germantown

Board Member, Central Division Victim Services

Awards & Honors

- LGBT Bar, Best LGBTQ+ Lawyers Under 40, 2020
- *The Legal Intelligencer*, Unsung Hero, 2024

As a member of the Institutional Response Group, Maureen's practice is focused on helping educational institutions improve policies, procedures, and systems for preventing and addressing discrimination, harassment, and interpersonal harm, including sexual assault, dating violence, domestic violence, stalking, sex- and gender-based harassment, identity-based discrimination and harassment, hazing, retaliation and other forms of conduct prohibited by Title VI, Title VII, Title IX, the Clery Act (as amended by the Violence Against Women Reauthorization Act), and related federal and state laws.

Maureen helps schools design and implement effective institutional responses that integrate the complex federal and state regulatory framework with the unique dynamics of interpersonal harm. She provides hands-on assistance in building centralized offices of institutional equity, writing policies and procedures, conducting investigations, serving as an external decision-maker and appellate authority, and developing and delivering training programs for Title IX Coordinators, institutional equity personnel, decision-makers, investigators, and other implementers and leaders.

Institutions regularly call upon Maureen to conduct external policy audits regarding Title IX, Title VI, and other civil rights laws; reviews of institutional responses to current or historical reports of sexual and gender-based harassment and violence; and child protection audits. She also assists schools in meeting federal compliance obligations and responding to investigations by the Office for Civil Rights and the Clery Compliance Division of the U.S. Department of Education.

As a seasoned investigator, Maureen manages and conducts Title IX and civil rights investigations. She also serves as an external hearing officer, panel chair, and legal consultant to decision-makers in Title IX, discrimination, harassment, and related conduct cases.

Maureen served as Interim Director of Civil Rights and Title IX at Amherst College (2024); Interim Director of Investigations at a large state university, restructuring their intake and investigative processes (2018-2019); and Interim Title IX Coordinator at Baylor University, helping to build Baylor's Office of Institutional Equity (2017-2018). She currently leads a team of IRG attorneys who serve as equity consultants for Michigan State University, reviewing policies, procedures, and case files and reporting on legal compliance and effective practices.

She is co-chair of the firm's Education Practice, helping identify, develop, and connect education leaders with legal advisors and experienced professionals within and outside of Cozen O'Connor. Maureen is also actively involved in the firm's diversity initiatives and has previously served on the firm's Member Committee and Hiring Committee. Maureen currently serves on the boards of Face to Face Germantown and Central Division Victim Services (CDVS). In 2020, Maureen was recognized as one of the best LGBTQ+ Lawyers under 40 by the LGBT Bar. In 2024, the *Legal Intelligencer* recognized Maureen as an "Unsung Hero" for her behind the scenes leadership in important matters. Maureen and her wife live in Philadelphia.

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