

Emma J. Sol

Associate



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Overview

Emma J. Sol is an Associate in Lozano Smith's Walnut Creek office. Ms. Sol focuses her practice primarily on Title IX, labor and employment, student and investigations issues.

Experience

Ms. Sol frequently advises clients on all aspects of Title IX compliance, including conducting investigations and drafting policies. She leverages her expertise to provide comprehensive trainings on Title IX topics, helping clients navigate this complex legal landscape. Additionally, she develops and delivers training on Title IX services, sexual harassment prevention, Uniform Complaint procedures, and workplace and misconduct investigations. Ms. Sol also serves as an investigator, decision-maker, and appeals officer for Title IX grievance procedures. She regularly assists clients with Title IX sports equity concerns and represents them in Office for Civil Rights investigations.

Ms. Sol provides legal guidance to clients on personnel matters, including investigations, discrimination, retaliation, and sexual harassment claims, and employee discipline. Ms. Sol is also familiar and experienced in guidance on student-related issues, such as student investigations, discipline, constitutional student matters.. She applies her background and knowledge in college athletic compliance in many areas of her representation of clients.

Education

Ms. Sol earned her law degree from Santa Clara University School of Law. She was a Dean's List graduate and received a High Tech Law Certificate, with honors. She also received CALI Awards in both Contracts and Negotiations. While in law school, she mentored first year law students as an Academic Support Program Fellow, and was the President of the Sports and Entertainment Law Society. Ms. Sol graduated magna cum laude from Texas Christian University, where she earned a Bachelor of Science in Sports Broadcasting, with an English minor and emphasis on Women & Gender Studies.

Practices

Title IX
Labor & Employment
Student
Investigations

Education

J.D., Santa Clara University School of Law
B.S., Texas Christian University

Admissions

California