



F3 Law

Dhara J. Patel

she/her/hers

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What can I solve for you?

I bring in-depth legal knowledge, litigation experience and an ability to address both traditional and cutting-edge, high-tech issues to my practice, I represent clients in labor and employment-related and other disputes and counsel them in the best compliance practices to help lower their exposure. Clients rely on me to conduct personnel investigations to uncover all the facts both thoroughly and cost-effectively.

What's it like to work with me?

Clients appreciate my ability to anticipate challenges, identify new and unique issues at an early stage, and use creative problem-solving skills to produce effective resolutions. As a lawyer who views quality education as the foundation for positive social change, I'm committed to ensuring that all children receive an outstanding learning experience and grateful to work daily with public-school personnel to help achieve that goal.

"Quality education is the foundation for social change, and I am honored to support California's public schools in achieving this goal."

Overview

Focusing her practice on labor and employment law, Dhara Patel helps school districts navigate a range of challenges, including allegations of harassment, discrimination and retaliation. In addition, she increasingly handles novel and emerging issues in the burgeoning area of student data privacy, digital education, cyber security and other education technology related matters.

Dhara draws on her analytical skills and attention to detail to conduct employee investigations into matters falling under Title IX regulations and complaints filed with the federal Equal Employment Opportunity Commission (EEOC) and the California Civil Rights Department (formerly the Department of Fair Employment and Housing). Always looking to avoid legal pitfalls, complaints and disputes from arising in the first place, she prepares guidance and provides salient front-end counseling to ensure school districts stay compliant in this complex regulatory landscape within a fraught social environment.

Dhara believes strongly that remote- and on-site computer-based learning can be an excellent tool to bridge educational gaps while recognizing it can also bring a host of concerns, including inequity of access and breaches of confidentiality. As the Covid-19 pandemic reshaped administrative policies and educational procedures, Dhara adeptly tackled every novel issue that arose. She continues to address topics in this ever-evolving arena and works to help districts keep their systems secure, protect student privacy, and create and disseminate acceptable use policies and optimal procedures for the use of technology on digital learning platforms.

Recognizing the burgeoning impact of artificial intelligence in the classroom, Dhara has also led the charge in crafting forward-thinking school district policies regarding artificial intelligence (AI). These policies not only address the ethical considerations and potential biases inherent in AI technologies, but also set the framework for innovative and equitable use of AI in education settings. As a skilled negotiator, Dhara excels in navigating the intricacies of technology contracts by securing favorable terms, ensuring compliance with educational standards and privacy laws, and overall enhancing the educational experience for students without compromising quality or security.

Prior to joining F3, Dhara gained valuable experience working on the transactional and litigation side of labor and employment claims and handling a variety of entertainment law matters. She previously served as a law clerk in the Superior Court of New Jersey's Criminal and Civil Division, as well as a mediator of small claims and landlord/tenant complaints in the Special Civil Division. Additionally, Dhara worked as a legal analyst for Bloomberg L.P.

With a genial approach and a passion for education, Dhara dedicates her time to helping students both in her practice and by volunteering for the non-profit organization Education First. In this capacity she helps level



the playing field for underprivileged youth and students facing unique challenges by facilitating their ability to attend college through procuring scholarships.

Experience Highlights

Clerkships

- Clerked for the Honorable Michael A. Toto in Criminal and Civil Division in New Jersey Superior Court

After School

I love running, being outside, and animals—especially my dog.

Education

- University of Pittsburgh School of Law (J.D.)
- University of Pittsburgh School of Law (International and Comparative Law Certificate)
- University of Pittsburgh (B.A., Political Science, *cum laude*)

Admissions

Bar Admissions

- California
- New Jersey
- New York

Related Services

- Education Technology
- Employment Law
- Governance & Leadership
- Investigations
- Labor Relations & Negotiations



Related Clients

- Public Education K-12