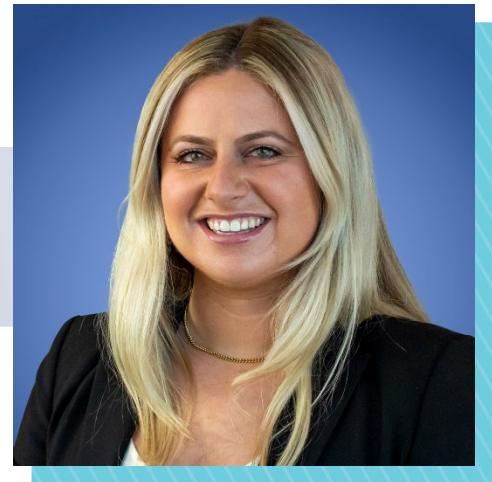


## Emma J. Sol

Associate



Walnut Creek Office  
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925.953.1620

### 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 assists clients in all aspects of Title IX compliance, including completing investigations and drafting policy. She also utilizes her knowledge and expertise in the area to present trainings on Title IX topics to assist clients in understanding this complex law. Ms. Sol also provides related Title IX services, including serving as an investigator, decision-maker, and appeals officer for Title IX grievance procedures. Ms. Sol works frequently with clients to assist on Title IX sports equity concerns and represents clients throughout Office of 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, and assisting clients in responding to California Public Records Act Requests. 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