

T E N E N B A U M

L A W G R O U P P L L C



Holly Peterson

Content

Holly Peterson is an attorney with significant experience in the association and nonprofit, employment, and education sectors. While her portfolio broadly touches the myriad issues impacting the nonprofit sector, Holly chairs TLG's employment law practice and focuses a majority of her time on employment law, providing advice and counsel on employee policies and handbooks, codes of conduct, workplace discrimination, progressive discipline and termination of employees, severance agreements, and workplace accommodations. Holly also conducts complex internal investigations (both related to employment and governance matters) and drafts and negotiates executive employment contracts, including nonprofit CEO employment agreements. In addition, drawing from her prior experience as a litigator and in-house at a nonprofit association, she prepares *amicus curiae* briefs in support of nonprofit client interests. Holly excels at translating complex regulatory and legal issues into practical and digestible

client solutions that harmonize with important cultural, ethical, political, social, and financial considerations.

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Prior to that, Holly worked as an Assistant Attorney General for the State of Maryland for four years, where she litigated on behalf of and provided advice for the 13 public colleges and universities in Maryland. In 2015, while working for the Attorney General's Office, she received the Exceptional Service Award for her work in policy development on behalf of the University System of Maryland.

Before beginning her legal career, Holly worked in higher education administration at both public universities and private, nonprofit universities, gaining experience that has given her unique and valuable insights into public and nonprofit administration.

Holly is passionate about serving with a sense of purpose and is driven by the goals and aspirations of the nonprofit sector. She is committed to advancing diversity, equity, inclusion, and belonging - values that guided her day-to-day work in the association world and that ignited early in her life, as evidenced by her most recent publications on gender equity and LGBTQ+ rights on college campuses. Holly currently volunteers with a nonprofit women's group committed to addressing affordable living in Vermont.

Education

- J.D., University of Maryland School of Law, 2010
- M.A., Education Policy, Planning & Administration, University of Maryland, 2007
- B.A., Government and World Religions, Georgetown University, 2002

Bar Admissions

- District of Columbia
- Maryland

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Overview

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- 2011-Present, Member, National Association of College and University Attorneys
- 2017-Present, Member, American Society of Association Executives

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Professional Affiliations

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- In 2015, Holly was the recipient of the Exceptional Service Award from the Maryland Attorney General's Office. Attorney General Douglas Gansler bestowed the award for Holly's work in policy development on behalf of the University System of Maryland.

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Honors and Recognition

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- 2015-23, Associate Director of Legal Resources, National Association of College and University Attorneys
- 2011-15, Attorney, Maryland Attorney General's Office, Educational Affairs Division

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Experience

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Click on Title to View the Publication

August 4, 2025

[*Practical Tips for Nonprofits for Conducting Internal Investigations*](#) (Article)

January 1, 2025

[*Associations and AI: Managing Legal and Other Risks*](#) (Article), American Society of Association Executives' *Associations Now*

December 19, 2024

[*Tailoring AI Contract Clauses to a Nonprofit's Unique Needs*](#) (Article)

October 9, 2024

[*Legal Protections and Perils of Nonprofit Employee Performance Evaluations*](#)

(Article), American Bar Association's *Business Law Today*

September 13, 2024

[*From CLS v. Martinez to 303 Creative LLC: The Evolution of Student Organization Law with Respect to LGBTQ+ and Religious Student Organizations*](#)

(Article), National Association of College and University Attorneys

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(Article)

June 26, 2023

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[*Title IX and Sexual Misconduct: From Then to Now*](#) (Article), National Association of College and University Attorneys Lawyers New to Higher Education Workshop, Chicago, IL

September 29, 2022

[*When the Institution Speaks: Considerations for Public and Private Universities Related to Institutionally Sponsored Speech*](#) (Article), National Association of

College and University Attorneys Webinar

January 25, 2022

[*Case Law Update*](#) (Article), Association of Student Conduct Administrators Annual Conference, Portland, OR

April 14, 2021

[*When Free Speech and Inclusion Collide: Legal and Practical Considerations for Campuses Caught in the Crossfire*](#) (Article), National Association of College and University Attorneys Higher Education Discrimination Law Workshop (Virtual)

March 18, 2018

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June 26, 2016

[*Proactive and Responsive Strategies for Managing Campus Unrest*](#) (Article), National Association of College and University Attorneys Annual Conference, Chicago, IL

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[*Effective Nonprofit Management: What Every Supervisor and Manager Needs to Know*](#), Nonprofit Advisory Board, Washington, DC

March 20, 2022

Student Affairs Legal Issues, 2022 Student Affairs Professionals in Higher Education Annual Conference, Baltimore, MD

February 11, 2022

Student Conduct Legal Issues, 2022 Association of Student Conduct Administrators Annual Conference, Washington, DC

March 24, 2021

Higher Education Legal Update, 2021 Student Affairs Professionals in Higher Education Annual Conference (Virtual)

February 10, 2021

Top Student Conduct Legal Issues of 2020: COVID Conduct and Cyber Cheating, Association of Student Conduct Administrators Annual Conference (Virtual)

October 7, 2020

The Intersection of Title IX and Title VII in Employment, 2020 College and University Professional Association for Human Resources Annual Conference (Virtual)

March 31, 2020

Bias Response Protocol, 2020 Student Affairs Professionals in Higher Education

Annual Conference (Virtual)

February 7, 2020

Legal Issues in Student Conduct Administration, Association of Student Conduct Administrators, Washington, DC

January 13, 2020

Title IX Updates, 2020 Community College Legal Issues Conference, Orlando, FL

October 21, 2019

Legal Update on Sexual Misconduct in the Employment Setting: The Application of Title IX and Title VII for Employees, Denver, CO

March 12, 2019

The Intersection of Disability Law and Student Conduct, 2019 Student Affairs Professionals in Higher Education Annual Conference, Los Angeles, CA

February 9, 2019

The Top Legal Issues in Student Conduct Administration, 2019 Association of Student Conduct Administrators Annual Conference, Jacksonville, FL

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No recordings for Holly E. Peterson

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