



Of Counsel, Orange County

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Nikki Wilson Crary is of counsel in the Orange County, California, office of Jackson Lewis P.C. Her practice is focused on counseling in the areas of employment litigation on behalf of management, Title IX Compliance, sports compliance, health and safety issues in sports, NAIA and NCAA compliance.

Practices

- Distribution and Warehousing
- Higher Education
- Sports
- Corporate Governance and Internal Investigations
- Litigation
- Workplace Training

Education

- College of William & Mary Law School, J.D. 2001
- Colorado State University, B.S. 1998

Admitted to Practice

- 9th Circuit Court of Appeals 2002
- California - C.D. Cal. 2002
- California Supreme Court
- California 2002

Nikki regularly counsels educational institutions on Title IX Compliance as well as conducts Title IX Investigations. Nikki also practices employment litigation on behalf of management as well as advice and counsel on all employment issues, including OSHA Compliance. She has litigated single and multi-plaintiff cases, in both state and federal courts, as well as before state administrative agencies, on all aspects of employment law from wage and hour to harassment, discrimination, and disabilities cases. She also practices before such tribunals as the Equal Employment Opportunity Commission, the California Civil Rights Department, the Department of Labor Standards Enforcement and the California Workers' Compensation Appeals Board.

Nikki's practice includes litigation under the Fair Employment and Housing Act, including but not limited to disability, harassment, and discrimination; Title VII & IX, California Labor Codes; Federal Labor Standards Act; Americans with Disabilities Act, Age Discrimination in Employment Act, California Family Rights Act, Family Medical Leave Act, and Cal-OSHA.

Nikki has been a contributor to the Sports Litigation Alert and to the Matthew Bender treatise on OSHA's standards regarding crane and derrick regulations. She also regularly contributes to the Collegiate and Professional Sports Law Blog on the Jackson Lewis website.

Published Works

- "Construction and Safety and Health: The View from Washington, D.C.," *Construction Executive*, (October 2011) [Co-Author]
- White Paper on the 2013 Dear Colleague Letter dealing with Section 504 and Athletics [co-author]
- A chapter on Concussions for the Legal Treatise "In the Arena" [co-author]

Speeches

- "Title IX Updates" - ATIXA Convention, American Association for Affirmative Action Convention, the American Association for Access, Equity, and Diversity Convention, and University of Texas Higher Education Risk Management Conference
- "Title IX - Gender Equity" and "Sexual Harassment," National Association of Intercollegiate Athletics Convention (2012)
- "Legal Issues in Athletics: Concussion Management/Sickle Cell Testing," National Association of Intercollegiate Athletics Convention (2011)
- "Legal Ramifications of Concussive Injuries," American College of Sports Medicine Annual Meeting (June 2011)

- "Concussions in Athletics," National Association of Collegiate Directors of Athletics Convention (June 2010)