



A graduate of Georgetown University Law Center and experienced attorney, Heather Broadwater advises employers as a Partner at Stanton Law. She helps employers operate their businesses in compliance with applicable employment laws. She also helps independent schools pursue their missions in compliance with applicable law and consistent with the core values that define each school.

From representing employers in disputes to helping them adopt policies, procedures and practices to minimize the likelihood of legal disputes, Heather draws upon her legal education and experience, as well as a career steeped in education, sociology, business and human resource management.

For nearly two decades, she has been a regular speaker at events for national, regional and local associations and at in-house training sessions for managers and employees. Heather is the President-Elect for the Athens Area Society for Human Resource Management.



Employment Law Services

Heather offers employers a full array of employment law services to span the entire employment relationship from recruitment to separation, including, but not limited to:

- Negotiation and drafting of employment contracts, independent contractor agreements and severance agreements
- Wage and hour compliance
- FMLA and other types of leave
- Employee relations, performance management, counseling and termination of employment

Education

J.D., Georgetown University Law Center
Master of Human Resources, University of South Carolina
B.A., University of South Carolina (With Honors from the South Carolina Honors College)

Bar & Court Admissions

- District of Columbia
- Georgia
- Virginia

Education & Nonprofit Law

In addition to counseling educational institutions and related associations regarding employment matters and education law, schools and other nonprofits of all sizes turn to Heather for preventive counseling and compliance representation regarding disputes.

Here are just a few of the documents Heather drafts or reviews and revises...

- HR Policies and Procedures
- Applications for admissions
- Student and/or family handbooks
- Employment applications
- Employment agreements and offer letters
- Employee handbooks
- By-laws and other governance documents
- Domestic and international travel releases
- Enrollment contracts

Heather also advises schools in establishing and enforcing harassment prevention programs and in conducting investigations into allegations involving students, employees and others in the school community.