

Steven D. Frenkil

Principal

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Education

University of Maryland School of
Law (J.D., *with honors*, 1977)

George Washington University
(B.A., 1974)

- with Distinction
- Phi Beta Kappa

Bar Admissions

District of Columbia, 1978

Maryland, 1978

Court Admissions

Supreme Court of the United States

United States Court of Appeals for
the District of Columbia Circuit

United States Court of Appeals for
the Fourth Circuit

United States District Court for
the District of Columbia

United States District Court for
the District of Maryland

Skillfully representing management in employment, education and health care law matters for over 40 years, Steve Frenkil has regularly been recognized in *Chambers & Partners USA* and *Best Lawyers in America* as a leading lawyer in education and labor and employment law in Maryland, including “Lawyer of the Year” for Labor Law – Management in Baltimore in 2021 by *Best Lawyers*.

A principal in the firm’s Baltimore and Washington, D.C. offices, Steve advises and defends employers on the full spectrum of employment matters. He counsels and advocates in an array of issues on behalf of educational institutions, and serves as outside general counsel to two of them. Issues on which he has recently advised education clients include faculty issues, Title IX, DEI, student conduct and discipline, cybersecurity and privacy, mental health, student recruitment and admissions, and similar issues, and defending schools in numerous lawsuits and investigations. He regularly represents health care clients in a variety of issues. He counsels clients in conducting internal investigations and in responding to government investigations.

Steve is ranked in the 2021-2025 editions of both *Chambers & Partners USA* and *Best Lawyers* as a leading lawyer in education law and labor and employment law in Maryland.

Employment Law

Steve has deep experience in advising and representing clients on the following matters: employment discrimination; sexual and racial harassment; non-competition, non-solicitation and non-disclosure agreements and disputes; trade secret protection; employment and severance agreements; employee performance and discipline; personnel practices and policies; reductions in force; confidential investigations of sensitive issues; wrongful discharge and whistleblower claims; defamation and other employment torts; ADA, FLSA, FMLA, OFCCP and OSHA compliance; and arbitration and mediation. And, when disputes arise, he represents employers before federal and state courts, administrative agencies and arbitrators throughout the country.

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Education Law

Steve regularly counsels and defends colleges, universities, independent K-12 schools, public school districts, and for-profit educational entities in a broad array of issues and litigation involving faculty, staff and other employees, as well as student sexual and other misconduct, discipline, residence life, student affairs, compliance, internal and government investigations, litigation, administrative proceedings, risk mitigation, contracts and other matters.

Steve's commitment to education extends beyond legal issues. He has focused his community service on helping schools, universities and alumni associations with outreach, growth and fundraising. He has served on boards, search committees, and advisory bodies of educational institutions, chaired local and national alumni associations, and has extensive involvement in the National Association of College and University Attorneys.