

# OLEG NUDELMAN

PARTNER • DALLAS/FORT WORTH

ONUDELMAN@THOMPSONHORTON.COM  
972-694-4083



Oleg is proud to assist schools and colleges that serve Texas communities because the well-meaning folks who educate our next generation deserve the highest quality legal advice.

Oleg is a partner in the Dallas and Fort Worth offices of Thompson & Horton. Oleg represents school districts and colleges in employment and civil rights litigation in Texas state and federal courts. He also represents educational institutions in appellate matters in state and federal courts, administrative grievances, and hearings before the Texas Commissioner of Education. And outside formal disputes, Oleg advises school districts and colleges on regulatory and open government compliance and policy development, to assist them in fulfilling their responsibilities under state and federal law.

Oleg is proud to focus his practice on assisting school districts and colleges that serve Texas communities. He has successfully represented school districts and other governmental entities against Title VII, Chapter 21 of the Texas Labor Code, Texas Whistleblower Act, and Texas Open Meetings Act claims. Oleg has also defended Title VI, Title IX, and 42 U.S.C. § 1983 claims brought by students and employees against educational institutions. He has experience representing school districts in contract non-renewal and termination matters under Chapter 21 of the Texas Education Code, as well as employee appraisal and compensation grievances. Further, Oleg assists educational institutions with responding to requests for information under the Texas Public Information Act. He also helps school districts and colleges develop efficient and compliant internal policies and procedures and trains employees on compliance issues.

Prior to joining T&H, Oleg was an associate in the Philadelphia office of Archer & Greiner, PC. He is experienced in a broad range of litigation, including complex commercial litigation, complex personal injury, construction, business tort, and environmental litigation matters.

Oleg graduated from Haverford College in June 2005 with a B.A. in Economics and Growth and Structure of Cities. He obtained his law degree, summa cum laude, in May 2009 from Washington & Lee University School of Law. While in law school, Oleg was a member of the Order of the Coif and received the Constitutional Law Award. He also served as a member of the Virginia Capital Case Clearinghouse and as a staff writer on the Washington & Lee Law Review. Oleg is fluent in Russian. Born in Kiev, Ukraine, and raised in Cherry Hill, NJ, he now resides in Dallas with his family.

## SELECTED CLIENT REPRESENTATIONS

Represented school districts and community college in defending employment discrimination, harassment, and retaliation lawsuits under Title VII and Chapter 21 of the Texas Labor Code

Represented school districts in defending federal constitutional claims brought by employees and students under 42 U.S.C. § 1983

Obtained dismissal of Title VI and Fourteenth Amendment claims against a school district relating to the tragic shooting of a former student at an athletic event

Represented a school district before the Texas State Commissioner of Education in appeals filed under Texas Education Code § 7.057

## PRACTICE AREAS

Employment Law  
Student Issues  
Litigation  
Constitutional Law  
Higher Education  
Title IX & Sexual Harassment  
Training & Compliance  
Government Relations & Public Policy  
Special Investigations  
Business Transactions & Real Estate

## EDUCATION

J.D., summa cum laude, Washington & Lee School of Law, 2009, Constitutional Law Award Recipient; Member, Order of the Coif; Member, Virginia Capital Case Clearinghouse; Staff Writer, Washington & Lee Law Review

Bachelors Degree in Economics and Growth and Structures of Cities, Haverford College, 2005

## LICENSING & COURT ADMISSIONS

Licensed in the state of Texas

Licensed in the state of Pennsylvania

U.S. Court of Appeals for the Fifth Circuit

U.S. District Court for the Northern District of Texas

U.S. District Court for the District of New Jersey

U.S. District Court for the Eastern District of Pennsylvania

U.S. Court of Appeals for the Third Circuit

**Thompson  
& Horton** LLP

ATTORNEYS | COUNSELORS

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## **SELECTED CLIENT REPRESENTATIONS (CONTINUED)**

Defended school districts and colleges in response to Charges of Discrimination filed with the Equal Employment Opportunity Commission and the Texas Workforce Commission

Represented school districts in asserting local control over mitigating the spread of COVID-19 by instituting temporary requirements that staff and students wear masks

Obtained dismissal of personal injury claims against a community college based on the doctrine of governmental immunity

Represented a school district in administrative hearings regarding contract non-renewal and termination under Chapter 21 of the Texas Education Code

Represented a school district in internal employee grievances

Represented community college in Title IX lawsuit involving allegations of sexual assault and sexual harassment

Successfully represented public school district in Office of Civil Rights investigation regarding alleged religious and racial discrimination

Advised school district and community college on responding to Texas Public Information Act requests and successfully sought opinions from the Office of the Attorney General of the State of Texas relating to governmental entities' Public Information Act compliance

Represented a large municipal entity in complex construction contract litigation

Represented a federal receivership in successfully recovering funds for the benefit of victims of a fraudulent Ponzi scheme

Assisted with obtaining complete defense verdict for governmental entity against complex personal injury claims

## **REPRESENTATIVE PRESENTATIONS, TRAININGS, & SPEECHES**

"How Diversity, Equity, and Inclusion Impact HR Practices", TASP-ED311 Personnel Law Conference, December 2022

"'Critical Race Theory' Law in Texas: What Texas School Districts Must Do Now", Region 10 ESC HR Summit, February 2022

"The 'CRT Bill' is Almost Here: What Every Texas School Administrator Needs to Know", Thompson & Horton webinar, December 2021

"SB 3 and 'Critical Race Theory' Law: What Texas School Districts Must Do Now", Region 20 ESC training, November 2021

Region 10 ESC HR Roundtable, November 2021

"HB 3979 and SB 3 Up to the Minute: What Texas School Districts Must Do Now", TASA/TASB Conference presentation, September 2021

"Responding to Texas Public Information Act Requests", community college staff training, September 2021

"COVID-19 Vaccines and Schools: Employee and Student Legal Considerations", Thompson & Horton webinar, April 2021

"Avoiding Implicit Bias in Employment Matters", Region 10 ESC HR Summit presentation, April 2021

"The First Amendment and Political Speech: What You Need to Know for the Upcoming Election", Thompson & Horton webinar, October 2020

"Open, Closed, and In Between: Navigating Personnel Issues During the COVID Pandemic", Region 10 ESC presentation, July 2020

"K-12 Title IX Grievances & Determinations", Thompson & Horton Title IX seminar, June 2020

"COVID-19: Hot Topics—Can Employers Require COVID-19 Testing", Thompson & Horton webinar, May 2020

"Texas K-12 Title IX Compliance and Investigation", Region 10 ESC HR Summit presentation, March 2019

"Professional Standards of Conduct and the Use of Social Media", Region 11 ESC HR Summit presentation, October 2018

School district policy review training, October 2017

"Legal Hot Topics", Region 11 ESC HR Summit presentation, September 2017

"Contracting and Litigation Considerations", school district staff training, April 2017

"Proper Classification of Workers & School District Hiring Policies", school district staff training, March 2017

"Employment Law 101: Proper Classification of Workers", Thompson & Horton presentation, December 2016