



Olivia M. Hagel

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Olivia Hagel advises and represents public schools in all areas of school law, with a particular emphasis on Title IX, labor and employment law, and public records retention and disclosure.

PROFESSIONAL POSITIONS

Attorney, Porter Foster Rorick, 2021-present

EDUCATION

University of Washington School of Law, Seattle, Washington, J.D., with honors, 2021

Online Editor, *Washington Law Review*

Order of the Coif

Whitman College, Walla Walla, Washington, B.A., cum laude, 2016

Order of Waiilatpu

AREAS OF EXPERTISE

- Title IX
- Public Records Act/FERPA
- Student Rights and Discipline
- Labor & Employment
- School Administration
- First Amendment

PRACTICE HIGHLIGHTS

- Advised school districts regarding Title IX and discrimination matters, including formal complaints and investigations, informal resolution processes, board appeals, and appeals to the Office of Superintendent of Public Instruction.
- Represented school districts in unit clarification and unfair labor practice proceedings before the Public Employment Relations Commission.
- Advised school districts regarding complex public records requests.
- Negotiated collective bargaining agreements in Washington school districts with certificated and classified bargaining units represented by WEA, PSE, SEIU, and Teamsters.

- Represented school district in Washington superior court regarding the nonrenewal of certificated employee.
- Represented school districts in statutory hearings challenging the discipline and discharge of certificated employees for misconduct.
- Advised and represented school districts in special education and civil rights investigations by the Office of Superintendent of Public Instruction and the U.S. Department of Education, Office for Civil Rights.
- Represented school districts in arbitrations of labor disputes.
- Represented school district in audit resolution process with the Office of Superintendent of Public Instruction.
- Represented school districts in special education due process proceedings.

SELECTED PRESENTATIONS

- “Nine Topics on Title IX and Discrimination Investigations,” Washington School Personnel Association & Washington Schools Risk Management Pool, October 2025.
- “Responding to Sexual and Gender-Based Harassment in Washington Schools: A Practical Title IX Training,” Risk Co-Op for SW Washington Schools, May 2024.
- “Public Records Disclosure: A Practical Workshop,” *Human Resources Reboot 2.0*, Washington School Personnel Association, July 2023.
- “Records Retention for HR Professionals,” *Human Resources Reboot 2.0*, Washington School Personnel Association, July 2023.

SELECTED PUBLICATIONS

- Olivia Hagel, *My Cash is My Bond: Recognizing Rights to Cash Bail Forfeiture Exoneration in Washington*, 96 Wash. L. Rev. 209 (2021).