

CURRICULUM VITAE

Abra François, JD

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EDUCATION

JD	Boston College Law School Frederick Douglass National Moot Court Team Endowed Alumni Scholarship Recipient	2008
BA	Simmons College , Psychology Philosophy & English (Minors)	2005

PROFESSIONAL EXPERIENCE

U.S. DEPARTMENT OF EDUCATION – Boston, MA Apr. 2019-present
Supervisory Attorney/Compliance Team Leader
Office for Civil Rights

Supervises a team of attorneys and investigators responsible for resolving systemic and individual complaints of discrimination against higher education institutions and school districts that receive federal funding or are places of public accommodation based on race, color, national origin (Title VI of the Civil Rights Act of 1964); disability (Section 504 of the Rehabilitation Act of 1973/Title II of the Americans with Disabilities Act of 1990); sex (Title IX of the Education Amendments of 1972), and/or age (the Age Act of 1975). Utilizes subject matter expertise to review and approve staff attorneys and investigators intake and witness interviews; opening letters, data requests, and resolution letters; onsite plans; and resolution agreements. Perform second-level review of statements of nondiscrimination, grievance procedures, and civil rights trainings for higher education institutions and school districts.

U.S. DEPARTMENT OF EDUCATION – Boston, MA Aug. 2015-April 2019
General Attorney
Office for Civil Rights

Resolved systemic and individual complaints of discrimination against higher education institutions and school districts that receive federal funding or are places of public accommodation based on race, color, national origin (Title VI); disability (Section 504 /Title II); sex (Title IX), and/or age (the Age Act). Performed all stages of the investigation, including conducting intake and witness interviews; drafting opening letters and data requests; leading onsite file reviews; and negotiating resolution agreements. Drafted complaint resolution letters by conducting legal research and analyzing relevant evidence. Reviewed and approved statements of nondiscrimination, grievance procedures, and civil rights trainings for higher education institutions and school districts. Provided disability law technical assistance and training for students, parents, higher education institutions, and school districts.

U.S. ENVIRONMENTAL PROTECTION AGENCY – Washington, D.C.

Feb. 2011-Aug. 2015

Attorney Advisor

Office of General Counsel

Provided legal counsel and/or training interpreting employment-based federal disability laws (Rehabilitation Act of 1973/Americans with Disabilities Act of 1990/Americans with Disabilities Amendments Act of 2008). Represented the EPA in appeals before the U.S. Equal Employment Opportunity Commission. Researched and drafted legal analysis for final agency decisions resolving complaints of employment discrimination.

NEW YORK CITY LAW DEPARTMENT – New York, NY

Sep. 2008-Feb. 2011

Assistant Corporation Counsel

Labor and Employment Law Division

Represented New York City agencies and management officials as lead counsel in federal, state, and administrative court matters involving employment discrimination on the bases of disability, race, sex, and national origin. Performed many stages of litigation, including: drafting answers, motions to dismiss, discovery motions, motions for summary judgement, interrogatories, document requests, and subpoenas; leading and defending depositions; trial and hearing preparation; and jury selection.

PUBLICATIONS

“*Shelby County v. Holder*: A Critical Analysis of the Post Racial Movement’s Relationship to Bystander Denial.” Berkeley Journal of African-American Law & Policy (2015)

“The Perpetuation of Racial Inequality through the Failure to Recognize Wealth Status as a Suspect Classification.” Southern University Law Center Journal of Race, Gender and Poverty (2015)

PRESENTATIONS

“Reconstructing Affirmative Action.” Southern University Law Center Journal of Race, Gender, and Poverty Symposium (March 2013, Baton Rouge, LA)

BAR ADMISSIONS

STATE	Massachusetts	2017-present
	New York	2009-2019
COURTS	U.S. District Court for the Southern District of New York	2009-present
	U.S. District Court for the Eastern District of New York	2009-present