

NANCY VAN DER VEER HOLT

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A leader of the firm's Affirmative Action

Compliance/OFCCP Defense practice group, Nancy Holt provides preventive employment law counseling and efficient litigation defense to a wide range of clients, with a focus on federal contractors, airlines and salons and spas.

Nancy has significant experience representing companies in OFCCP matters, preparing for OFCCP audits, and counseling employers on issues stemming from OFCCP regulations. She regularly works with corporate counsel, human resources executives and consultants to develop practical approaches to EEO and affirmative action compliance. Nancy personally oversees the development of hundreds of Affirmative Action Plans and EEO-1 and VETS-4212 reports for clients across the country annually. She has successfully defended employers in litigation matters, OFCCP audits, and EEOC and OFCCP complaint investigations.

Drawing on hiring, promotion and termination data, Nancy is able to effectively assist clients in designing and implementing affirmative action compliance procedures relating to recruitment, applicant tracking and dispositioning, compensation systems, and broader diversity and inclusion programs, including those targeting veterans and disabled persons.

Another substantial part of Nancy's practice is the representation of clients in the airline industry. As the daughter of a commercial airline pilot and flight attendant, she finds assisting air carriers, airline service providers, and other employers in the industry to be particularly rewarding. Nancy's experience includes grievance arbitrations and employment litigation, as well as defense of state and federal agency matters, and AIR21 and FAA whistleblower complaints.

Nancy counsels employers on a variety of issues, including employee terminations, drafting and negotiating employment and separation agreements, and Title VII, FMLA, FLSA, ADA and WARN Act compliance. She represents a significant number of salons and spas through a program she developed to provide critical employment law services in a cost-effective fashion. She

EDUCATION

- » University of Connecticut School of Law (J.D., *with honors*, 2006)
- » Smith College (B.A., 2000)

BAR ADMISSIONS

- » Connecticut
- » Rhode Island
- » Massachusetts
- » New York
- » District of Columbia

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the First Circuit
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. District Court for the District of Columbia
- » U.S. District Court for the Northern District of Illinois
- » U.S. District Court for the District of Maryland
- » U.S. District Court for the District of Massachusetts
- » U.S. District Court for the District of Rhode Island

FIRM LEADERSHIP

- » Diversity Advisory Board

enjoys conducting workplace training sessions on sexual harassment prevention, affirmative action and EEO obligations and LGBTQ law, policies and best practices for inclusion.

Nancy served as a judicial law clerk for the Chief Justice of the Rhode Island Supreme Court and is a proud Teach for America alum. She enjoys running, cooking with her three daughters and taking her annual “mystery weekend” vacation with her best friends from Smith College.

- » Affirmative Action
Compliance/OFCCP Defense
Practice Group, Co-Chair

Representative Experience

- » Successfully defended OFCCP establishment reviews, focused reviews and compliance checks for broad range of clients.
- » Obtained a favorable decision in federal district court dismissing a claim brought by a former airline employee challenging an adverse arbitration decision.
- » Achieved favorable arbitration decision for an airline client upholding the grievant's termination for threatening co-workers.
- » Successfully negotiated favorable back wage and fringe benefit determination with the Department of Labor for a large government contractor client under the Davis Bacon Act.
- » Achieved favorable decisions in discrimination actions involving retaliation, race, sex, disability, sexual harassment and age discrimination claims.

Memberships

- » Institute for Workplace Equality, Faculty Member
- » American Bar Association
- » Rhode Island Bar Association
- » New York State Bar Association
- » Connecticut Bar Association

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Significant Labor and Employment Law Requirements Pertaining to Federal Contractors
- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Corporate Restructuring
- » April 28, 2025 - Federal Courts Temporarily Block

Enforcement of U.S. Department of Education "Dear Colleague Letter" Barring "Illegal DEI" in Education and Certification Requirements

- » April 24, 2025 - Executive Order: Restoring Equality of Opportunity and Meritocracy (April 23, 2025, President Donald J. Trump)
- » April 24, 2025 - EEOC Submits Proposed 2024 EEO-1 Instructions to OMB

Events

- » July 28-30, 2024 - Regional Airline Association 2024 Summer Seminars, Speaker – Denver, CO
- » March 22, 2024 - "A Legal Update: Can We Move Diversity Forward in 2024?" - National Diversity Council
- » September 21-22, 2023 - FordHarrison 2023 Airline Labor & Employment Law Symposium "Climb + Descend: Adjusting to a Changing Workforce" - San Antonio, TX
- » July 16-18, 2023 - Regional Airline Association 2023 Summer Seminars, Speaker – San Antonio, TX
- » August 04, 2022 - OFCCP & EEOC Updates from the NILG Annual Conference & the Future of Pay Data Reporting - Complimentary Webinar

Offices

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