



## Kathleen E. Dion

Partner

[kdion@rc.com](mailto:kdion@rc.com)

Hartford — 860.275.8231

Boston — 617.557.5936

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Kathleen E. Dion focuses her practice on providing counseling and dispute resolution advice to colleges, universities, independent schools, childcare centers, and organizations serving children and youths. In addition, she has a nationwide practice litigating complex civil cases and defending individuals and companies in white-collar criminal matters. Kate chairs our firm's interdisciplinary Education Industry team and is a member of our firm's Business Litigation group and Internal Investigations and Corporate Compliance team.

### **Education Law**

Kate has a deep understanding of the present and future challenges facing educational entities and youth organizations, and thus is able to uniquely represent and counsel her clients on a variety of complex legal issues while also maintaining a focus on the institution's larger, longer-term objectives. Because of her extensive experience serving as outside general counsel to universities and independent schools, she is well positioned to offer expert technical counsel to clients in a personable manner reflecting her appreciation of the complex and sensitive subject matters facing her clients. She works closely with an institution's leadership team to solve problems in unique and creative ways to the maximum benefit of the institution.

Kate counsels education clients in a broad range of areas, including crisis management, protection of minors, sexual misconduct allegations and Title IX compliance, student discipline matters, disability accommodations, Clery Act compliance and campus security issues, Family Education Rights and Privacy Act compliance, reviewing, revising and implementing handbooks and necessary policies, contracts, NCAA compliance, and governance matters. She also serves as a Title IX investigator, advisor and decision-maker.

Kate assists childcare centers and organizations serving youth and children in responding to government investigations, conducting internal investigations, regulatory compliance, protection of minors, crisis counseling and development of policies and handbooks.

When it is not possible to avoid litigation, Kate is a skilled advocate representing clients in high-stakes, highly sensitive lawsuits in state and federal courts.

### **Complex Civil Litigation**

Kate represents clients across the country in a variety of business disputes. Her courtroom experience ranges from federal and state jury trials to arbitrations and administrative hearings. She has represented financial services companies, health care organizations and defense contractors, among other clients. Kate's successes include obtaining a favorable mid-trial settlement for a defense contractor in a dispute involving allegations of breach of contract and breach of the covenant of good faith and fair dealing. She has successfully argued appeals before the U.S. Court of Appeals for the Second Circuit, the Connecticut Supreme Court and the Connecticut Appellate Court.

## Government Enforcement and White-Collar Criminal Defense

Kate assists public and private companies with internal investigations on a variety of matters, including financial wrongdoing and regulatory non-compliance. While investigating the embezzlement of hundreds of thousands of dollars from a health care organization, she obtained a full confession from the former chief financial officer and helped coordinate with federal agencies, which led to the CFO's criminal conviction. She has assisted with multiple corporate embezzlement investigations, helping to catch those responsible and recover stolen funds.

Kate has tried serious felony criminal cases in state and federal court and is active in the criminal defense bar. She is regularly court appointed to defend clients in criminal matters and has been recognized by the Federal District Court for the District of Connecticut for making substantial contributions in this area.

## Pro Bono

Kate has devoted significant time to the representation of pro bono clients. She was part of a group of Robinson+Cole attorneys whose legal assistance ultimately allowed a soup kitchen and food pantry to remain open, despite attempts by the local municipality to close them. She participates in our firm's Domestic Violence Restraining Order program, which provides free legal services to victims of family violence. Kate also successfully argued an appeal before the Second Circuit Court of Appeals for a prisoner on a civil rights claim. She was the recipient of the firm's Pro Bono Service Award in 2013.

Kate is a member of the firm's Data Privacy + Cybersecurity team, and regularly contributes to the firm's *Data Privacy + Security Insider* publication, writing about Family Educational Rights and Privacy Act and Fourth Amendment issues. She also contributes to the *Health Law Diagnosis* blog. Prior to joining the firm, she served as a law clerk to the Honorable Robert E. Beach of the Connecticut Appellate Court.

## Services

- Litigation
- Antitrust + Trade Regulation
- Class Action Defense
- Appellate
- Business Litigation + Dispute Resolution
- Workplace Investigations
- Data Privacy + Cybersecurity Litigation
- Education Litigation
- Government Enforcement + White-Collar Defense
- Probate Litigation
- Internal Investigations + Corporate Compliance

## Industries

- Education
- Healthcare in Higher Education

## Education

- Western New England University School of Law (Juris Doctor, *magna cum laude*)
  - Western New England Law Review, Editor
- University of Massachusetts (Bachelors, *magna cum laude*)

- B.A., History

## Admissions

- Commonwealth of Massachusetts
- State of Connecticut
- U.S. Supreme Court
- U.S. Court of Appeals, 2nd Circuit
- U.S. District Court, District of Connecticut
- U.S. District Court, District of Massachusetts

## Recognitions

Ranked in *Chambers USA: America's Leading Lawyers for Business* in the State of Connecticut in the area of Litigation: White-Collar Crime & Government Investigations for 2025

Listed in *Benchmark Litigation* as a Local Litigation Star in Connecticut in the area of White Collar Crime for 2025 and 2026

Presented with the 2025 Dean's Alumni Excellence Award from Western New England University School of Law

Recognized by *Massachusetts Lawyers Weekly* as a 2024 "Massachusetts Go To Lawyer" in the area of Higher Education

Selected to the Connecticut *Super Lawyers* list for 2024 and 2025

Selected as a Rising Star to the Connecticut *Super Lawyers* list from 2016 to 2019

Recognized as a "40 Under Forty" winner by *BusinessWest* for 2018

*Connecticut Law Tribune*, recognized in 2017 *New Leaders in the Law Yearbook*

Presented with the Ascending Alumni Award and the Distinguished Law Review Alumni Award from Western New England University School of Law in 2019

Robinson+Cole Pro Bono Service Award Recipient, 2013

Named to the Connecticut Coalition Against Domestic Violence (CCADV) First 100 Plus Class of 2018 for demonstrating leadership and commitment to improving the lives of domestic violence survivors throughout Connecticut

## Leadership + Memberships

### United States District Court for the District of Connecticut

Appointee, Criminal Justice Act (CJA) Standing Committee

### Connecticut Bar Association

Member, Education Law Section

Former Consumer Law Committee Co-chair, Young Lawyers Section Executive Committee

Former Education Law Committee Co-chair, Young Lawyers Section Executive Committee

Former Federal Practice Committee Chair, Young Lawyers Section Executive Committee

### American Bar Association

### Massachusetts Bar Association

**Women's White Collar Defense Association**

**Connecticut Bar Foundation**

James W. Cooper Fellow

**Junior Achievement of Southwest New England**

Board of Directors

**KNOX**

Board of Directors, Secretary (2015 - 2018)

**Longmeadow Educational Excellence Foundation**

Former President Emeritus

**Longmeadow Montessori Internationale**

Board Member (2014 - 2018)