



F3 Law

## Tiffany M. Santos

she/her/hers

Partner

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### What can I solve for you?

I bring extensive experience in counseling and training clients on a wide range of education law issues, and together we work diligently to avoid legal missteps. But if a dispute does arise, I represent them with steadfast commitment and well-honed advocacy skills—and always with a focus on maintaining the relationships between school districts and families.

### What's it like to work with me?

As a graduate of California public schools and public universities, I'm passionate about effectively serving and advising school districts and I share their commitment to achieving equity in education. Developing strong relationships, I work closely with my clients on the ground level. Our teamwork enables them to stay compliant and proactively address legal issues so they don't have to call me later with major problems that could potentially result in litigation.

*"As a graduate of the public school system, I am passionate about effectively serving and advising school districts and I share their commitment to achieving equity in education."*

## Overview

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Drawing on her career-long focus on representing public education organizations, Tiffany Santos advises Southern California school districts and local agencies regarding all aspects of special education, labor and employment issues, governance, litigation, charter schools and student matters such as discipline, discrimination, harassment and bullying.

With deep knowledge in the special education statutes that regulate school administrative bodies, Tiffany advises districts on staying compliant and keeps them updated on all developments that might affect their operations. At the federal level, particularly relevant laws include The Individuals with Disabilities Education Improvement Act (IDEA) and Section 504 of the Rehabilitation Act of 1973.

Tiffany strategically advocates for clients in a variety of forums, including administrative hearings, state superior courts and federal and appellate courts. Although special education law and related topics tend to be quite complex, her ample litigation experience enables her to craft compelling narratives and persuasively articulate her clients' positions in ways that both judges and juries can understand. Rejecting adversarial hard-line tactics in favor of relationship-preserving approaches, Tiffany humanizes the process and works towards solutions that work in the best interests of both clients and students.

Tiffany's practice is distinguished by her commitment not only to solving immediate disputes and challenges, but also to identifying and addressing systemic issues that produce problems in the first place. Taking the long view, she collaborates with districts to improve policies and head off future complications. Tiffany also enables clients to stay out of trouble by frequently conducting a variety of trainings. These sessions provide practical information intertwined with compelling stories drawn from real-life incidents and go a long way towards facilitating positive workplace policies and practices.

## After School

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When I'm not at work, I'm with my three school-age kids. Being their mom is my most important role, and I spend a lot of time in activities such as cheering on the sidelines of basketball games, taking my daughter to gymnastics, attending school events, or just hanging out at the beach.

## Education

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- University of California, Los Angeles School of Law (J.D.)



- University of California, Berkeley (B.A., *with distinction*)

## Admissions

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### Bar Admissions

- California

### Court Admissions

- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, Central District, California
- U.S. District Court, Southern District, California

## Related Services

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- Special Education
- Student Rights & Discipline

## Related Clients

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- Charter Schools
- Public Education K-12