

LANSING

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Services

Employment and Labor
Artificial Intelligence
Employment Litigation

Industries

Charter Schools
Higher Education
K-12 Education
Nonprofit Organizations

Education

Rutgers University School of Law,
J.D., cum laude
Princeton University, B.A.

Bar Admissions

New York
Michigan

Court Admissions

U.S. Court of Appeals

- Sixth Circuit
- Ninth Circuit

U.S. District Court

- Eastern District of Michigan
- Western District of Michigan

Languages

English



Ashley N. Higginson

Principal

Ashley Higginson focuses her practice on employment and labor law, providing strategic counseling and litigation defense with a strong emphasis on supporting higher education and K-12 institutions. She serves as Co-Chair of the Firm's Higher Education Industry Group.

Ashley represents management in defending single-plaintiff and class-action lawsuits involving employment discrimination, harassment, retaliation, wage and hour disputes, FMLA claims, and due process matters. She also advises employers on drafting and enforcing employment agreements, including non-competition, non-solicitation, and confidentiality provisions, and has extensive experience conducting internal investigations.

In the higher education space, Ashley offers day-to-day guidance on university operations, including compliance with Title IX, FOIA, FERPA, and other regulatory requirements. She represents institutions throughout the country in administrative investigations brought by the Department of Education and other federal and state agencies and defends universities in complex litigation, including Title IX claims. Ashley is the firm's lead for Title IX investigations, managing a team that supports educational clients as an investigator and decision-maker in Title IX and discrimination matters, with a particular focus on compliance in athletics.

Teaching

Seton Hall Law School, guest lecturer

Ashley N. Higginson

Honors

Ingham County Bar Association, Top 5 Under 35, 2024

State Bar of Michigan, Pro Bono Honor Roll, 2021, 2024

Michigan Lawyers Weekly, Up & Coming Lawyers, 2023

Middle distance runner: U.S. Olympic Alternate, Pan-American & NACAC Gold Medalist, 3-time Collegiate All-American, 5-time National Champion

Civic, Cultural & Social Activities

United States Track and Field Association, Legal Committee at the Selection of USTAF President, 2021-2024

Greater Lansing Society of Human Resource Management, Board Member & Legislative Director

Highfields Inc., Board Member

AthleteBiz, Board Member

Speeches

"The Post-House Title IX Blueprint: Structuring Compliant Athletic Departments," NACUA, Speaker, January 29, 2026

"680: House v. NCAA Settlement: More Questions Raised Than Answered," Employment Law Alliance Podcast, Guest Speaker, June 26, 2025

"Artificial Intelligence: What's New, What's Old and What's Still Unknown," Co-Presenter with Deja Davis, Miller Canfield 2025 HR Spring Training

"Artificial Intelligence: AI is Already in the Workplace, Are you Ready?" Michigan Public Employer Labor Relations Association (MPELRA) Annual Training Conference, September 27, 2024

"AI in Local Government - Harnessing Potential and Managing Challenges," 2024 Michigan Municipal Executives Summer Workshop, July 17, 2024

"AI in the Workplace," Co-Presenter with Caroline Giordano, Michigan Association of County Administrative Officers Annual Meeting, May 22, 2024

"DEI Did Not Die: Reflections on Workplace Diversity After the Supreme Court's Ruling in Harvard," Co-Presenter with Michelle Crockett, Miller Canfield 2024 HR Spring Training

"The AI Revolution: Navigating New Frontiers in Workplace Employment," Co-Presenter with Erica Jilek, Miller Canfield 2024 HR Spring Training

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- "Title IX in K-12 Update," Co-Presenter with Ahmad Chehab, Michigan School Business Officials Annual Conference, April 25, 2024
- "Navigate Legal Landmines at Your HR Department," Co-Presenter with Ahmad Chehab, Michigan School Business Officials Annual Conference, April 23, 2024
- "Artificial Intelligence Update," Co-Presenter with Caroline Giordano, Southeast Michigan Council of Governments (SEMCOG) General Assembly, March 21, 2024
- "AI is Already in the Workplace – Are You Ready?" Co-Presenter with Erica Jilek, Michigan Chamber of Commerce MiBiz360: Talent & HR Summit, March 6, 2024
- "Hottest, Evolving Employment Law Issues," Panelist, Michigan Chamber of Commerce MiBiz360 Podcast, Feb. 1, 2024
- "What's Lawful and Unlawful in the Hiring Process," Miller Canfield 2023 HR Spring Training
- "Employee Rights: Leaves, Accommodations and Curbing Abuse" and "Title IX in K-12: Where Are We and Where Are We Going?," Michigan School Business Officials 2023 Annual Conference, April 26, 2023
- "Correcting Overtime and Worker Misclassification Issues Before They Result in Litigation," Miller Canfield 2022 HR Fall Training Camp
- "Mistakes Were Made But Not By Me: Correcting Overtime and Worker Misclassification Issues Before They Trigger Liability," Miller Canfield 2021 Employment Law Webinar, September 23, 2021
- "Are You My Employee? How to Avoid Expensive Wage and Hour Mistakes, and Properly Categorize Your Workforce," Michigan Chamber of Commerce webinar, July 14, 2021
- "HIPAA, FERPA & Privacy in the COVID Era," Co-presenter with Samantha Kopacz, Michigan School Business Officials 2021 Annual Conference
- "Working in a COVID-19 World," Michigan School Business Officials 2021 Annual Conference
- "Anti-discrimination Laws in a COVID-19 World: What Employers Need to Know About ADA, Rehabilitation Act, and Other EEO Laws," Michigan Chamber of Commerce webinar, Sept. 17, 2020
- "Difficult Conversations with Difficult Employees," Co-Presenter with Jennifer Sabourin, Miller Canfield 2020 HR Spring Training

Publications

- "Title IX under Trump: Attorneys prepare for new (and old) challenges," Michigan Lawyers Weekly, Quoted, February 6, 2025
- "U.S. Department of Education Publishes Highly Anticipated Title IX Regulations," Employee Benefit Plan Review, Vol. 78, No. 5, Co-author, June 2024

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"How law firms are harnessing AI and weighing its risks," Crain's Detroit Business, Quoted, May 2, 2024

"Abbott Gets an F; Courts Can Provide Extra Credit," 16 Rutgers Race & L. Rev. 289 (2015)

Articles

Michigan Enacts Statewide Classroom Cell Phone Ban for K–12 Public Schools Beginning 2026–27

TRIO SSS Funding: Feb. 1 Deadline for Schools to Seek Relief

Sixth Circuit Holds Interest & Ability Required to Add Teams, Signals Title IX Athletics Regs Outdated

Free Speech or Misgendering? Sixth Circuit Strikes Down School Pronoun Policy

When Politics Sounds Like Profanity: Sixth Circuit Backs School Ban

Sixth Circuit: "Twitter tirade" by Professor Critical of Public University Not Protected Speech

The Art (and Legality) of Imitation: Navigating the Murky Waters of Fair Use in AI Training

SCOTUS Rules Mandatory LGBTQ+ Curriculum Without Opt-Out Burdens Religious Freedom

Supreme Court: Stop Holding Disabled Students to a Higher Bar

House v. NCAA Settlement: More questions raised than answered

One-Two Punch Delivered to Department of Education on DEI

Executive Order to Close the Department of Education: What It Means for Your School

School Building and Site Sinking Fund for Michigan Public Schools

Not So Fast: Texas Court Blocks Department of Labor Overtime Rule

Michigan Supreme Court: Student-on-Student Harassment Not a Recognized Claim

Department of Labor Issues Field Assistance Bulletin on Use of AI in the Workplace

U.S. Court of Appeals for the Sixth Circuit Rejects Congress's Abrogation of Immunity for Lawsuits Against States for ADA Retaliation Claims

U.S. Department of Education: Highly Anticipated Title IX Regulations Published, Compliance Required by August 1, 2024

New Prevailing Wage Requirements for Charter School Construction Projects

College Basketball Players Entitled to Union Election: Regional Director Dunks on Dartmouth

DOL Issues Final Rule Addressing Independent Contractor Status

New Michigan Law: Act 312 Compulsory Arbitration to Now Include Higher Education Police Officers

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Michigan Governor Whitmer Signs into Law Major K-12 Teacher Performance Evaluations Reforms

Sixth Circuit Title IX Decision: Schools Must Consider Post-Incident Student-on-Student Cyberbullying/Electronic Harassment or Face Liability

Biden Executive Order on Artificial Intelligence

New NYC Law Restricting Artificial Intelligence-Driven Employment Tools Reveals What's to Come

CROWN Act Poised to Prohibit Hair-Based Discrimination and More in Michigan

U.S. Department of Education Proposes New Title IX Rules on Transgender Student-Athletes

SCOTUS: Public School Children with Disabilities Can Get Compensatory Damages

Michigan Legislature Expands State Civil Rights Act to Protect Against Discrimination Based on Gender Identity and Sexual Orientation

DOL Issues Proposed Rule Addressing Independent Contractor Status

The Miller Canfield Michigan Election Law Guide is Here

Supreme Court Holds Emotional Distress Damages Are Not Recoverable for Claims Arising Under Some Antidiscrimination Statutes

NLRB General Counsel Announces Intent to Treat Some College Athletes as Employees

Supreme Court Holds Union Organizer Entry on Private Property Violates 5th Amendment

Supreme Court Holds Public School Regulation of Off-Campus Student Speech Violates 1st Amendment

Supreme Court Rules Against NCAA Regarding Student-Athlete Education Benefits

Supreme Court Rules on the ACA & Interplay Between the First Amendment & LGBTQ Community

Department of Education Issues Interpretive Ruling Prohibiting Sex-Based Discrimination Against Gay & Transgender Students Under Title IX

U.S. Department of Labor: Final Rule on Tip Regulations Under Fair Labor Standards Act

U.S. Department of Education: New Title IX Protocols Required By August 14, 2020

Michigan's Newest Stay-At-Home Order: Amendments Employers Need to Know

COVID-19: Continuity of Learning for K-12 Students under Executive Order 2020-35

COVID-19: DOE Guidelines on Student Privacy

Designation of Public Education Employees as Critical Infrastructure and Essential Employees Pursuant To Governor Whitmer's Executive Order No. 2020-21 (COVID-19)