



Camille Hamilton Pating
Principal

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Practice Group
Labor and Employment
Workplace Investigations

California Bar Number
122890

Education
UCLA Law School, JD, 1985

Stanford University, BA Political Science,
1982

Practicing Since: 1986

Camille Hamilton Pating is Chair of Meyers Nave's Labor & Employment Practice and Workplace Investigations Practice. She is a go-to independent attorney fact-finder for high-profile investigations involving elected officials, C-suite executives and leaders of non-profit organizations.

A well-respected expert in employment law for 35 years, Camille counsels employers on a broad range of issues including political speech on work platforms, anti-discrimination, harassment and retaliation laws, Title IX, reasonable accommodation and leave of absence issues, and hiring and separation processes. She is a thought leader in Diversity, Equity and Inclusion programs and initiatives and advises leaders in entertainment, technology companies and public agencies. She also develops and leads innovative training programs on bias prevention, investigation best practices and state and federal anti-discrimination and anti-harassment laws.

Camille is an experienced litigator advising and defending employers in litigation, arbitrations and disciplinary hearings and appeals. She served as a member of the trial team which won a unanimous jury defense verdict for the Chief of Police and City of Richmond against charges of discrimination, harassment and retaliation in a highly publicized case that was selected as a defense verdict of the year by the *Daily Journal*.

Camille has conducted nearly 200 investigations, including claims of harassment, hostile work environment, fraud, waste, abusive conduct, discrimination, retaliation, Title IX, police internal affairs, misappropriation, workplace violence, whistleblower matters and ethics violations. Having conducted numerous investigations for public sector employers, Camille is well versed in the Public Safety Officers Procedural Bill of Rights Act and the Firefighters Procedural Bill of Rights, as well as the Weingarten rights afforded to public employees. In addition, she provides appropriate corrective action advice to address issues often present in workplace climate investigations.

Camille recently investigated allegations of harassment and discrimination at a digital media company, claims of racial bullying of students at a California university, alleged harassment by the CEO of a nationally-recognized non-profit organization, and allegations of systemic sexual harassment and sexual favoritism at a hospital. She has conducted major misconduct investigations involving elected officials and employees of public employers throughout California. Camille's investigations specialty began with two cases that garnered intense public scrutiny – investigating election misconduct in the City of Bell, the largest government corruption scandal at the time, and as a member of the team conducting an internal affairs investigation of the BART police officer-involved fatal shooting of Oscar Grant at the Fruitvale BART station.

Camille shares her expertise as a frequent presenter at conferences and seminars on topics that include preventing workplace bullying and harassment, recognizing implicit bias, social media use, and ethics.

Honors and Awards

- Top Labor & Employment Lawyers, *Daily Journal* (July 15, 2020)

Professional Affiliations

- Co-sponsor, Bar Association of San Francisco's African American Partners and Associates Summer Reception (2018, 2019)
- Member, National Association of African Americans in Human Resources, Northern California Chapter
- Member, Association of Workplace Investigators
- Member, Women Lawyers of Alameda County
- Member, California Women Lawyers
- Member, Women's Initiative Committee, Bar Association of San Francisco
- Member, Anti-Fraud Alliance
- Member, Municipal Management Association of Northern California
- Member, Charles Houston Bar Association
- Member, Labor and Employment Law Section, California Lawyers Association
- Member, The Bar Association of San Francisco
- Member, Filipino Bar Association of Northern California

Presentations and Publications

- Moderator, “Overcoming the Imposter Syndrome,” Women of Color Forum, California Minority Counsel Program's Annual Business Conference, September 22, 2020
- Presenter, “Employee Resource Groups – Supporting Diversity or Widening The Divide?,” HR West Conference, 2020
- Presenter, “Lessons Learned from Workplace Investigations in the #MeToo Era,” County Counsels’ Association Employment Law Conference, 2020
- Author, “SB 778 Requires Employers to Provide New Harassment Prevention Training by January 1, 2021,” Meyers Nave Client Alert, January 2020
- Author, “Employers’ Dilemma: Comply Now with New Employment Laws or Wait Out Court Challenges?,” Meyers Nave Client Alert, January 2020
- Presenter, “2020 Labor Law Update,” National Association of African Americans in Human Resources, Northern California Chapter, 2019
- Author, “AB 5: Clarity for Some Employers, Uncertainty for Others,” Meyers Nave Client Alert, September 2019
- Presenter, “How to Conduct #MeToo Investigations that Stand Up in Litigation,” Next Concept HR Association’s California Legal & Legislative Summit, 2019
- Author, “SB 778 Extends Employers’ Deadline for Providing New Harassment Prevention Training,” Meyers Nave Client Alert, September 2019
- Presenter, “Lessons Learned from Workplace Investigations in the #MeToo Era,” San Mateo County Bar Association Labor & Employment Section, 2019
- Presenter, “#MeToo Movement in Local Governments”, County Counsels Association’s Employment Law Conference, 2019
- Presenter, “Identifying and Minimizing Implicit Bias,” 21st Annual Northern California Eminent Domain Conference, CLE International, 2019
- Presenter, “California’s Top 5 New Employment Laws in Response to the #MeToo Movement,” California Special Districts Association Annual Conference, 2019
- Author, “The Rights of Transgender and Non-Binary Employees,” *Daily Journal’s* “Top Labor and Employment Lawyers” issue, July 10, 2019
- Author, “California Lawmakers Ban Workplace Discrimination Based on Hairstyle,” Society for Human Resource Management *California Newsletter*, July 9, 2019
- Author, “New Law Targets Discrimination Based on Hair Style,” *Daily Journal*, July 8, 2019
- Presenter, “The Future of Workforce Development,” Skywalker Ranch Leadership Summit Series, 2019

- Presenter, “Ethical Issues that Most Frequently Entrap City Managers,” League of California Cities’ City Managers Conference February 14, 2019
- Presenter, “Lessons from #MeToo: Is Your Work Culture Inclusive Enough to Prevent Bias & Harassment Claims?”, California Association of Museums Annual Conference, 2019
- Author, “California’s Top 5 New Employment Laws in Response to the #MeToo Movement,” Meyers Nave Client Alert, October 2018
- Presenter, “Discipline that Sticks - How to Create Your Best Record for Arbitration,” California Public Employers Labor Relations Association Annual Training Conference, 2018
- Author, “California’s Top 5 New Employment Laws in Response to the #MeToo Movement,” Meyers Nave Client Alert, October 2018
- Presenter, “Labor Law Update,” National Association of African Americans in Human Resources, Northern California Chapter, 2018
- Presenter, “Investigating Disability Discrimination,” Alameda County’s Disability Employment Awareness and Training Conference, 2018
- Quoted, “Outside Investigations of Harassment Have Pros and Cons,” *Daily Journal*, September 6, 2018
- Presenter, “The Next Phase of Workplace Misconduct Claims and the Elimination of Bias,” Clear Law Institute webinar, 2018
- Author, “#MeToo’s Impact on Harassment Policies, Investigations and Training,” *Daily Journal’s* “Top Labor and Employment Lawyers” issue, July 18, 2018
- Program Chair, Workplace Investigations: Facing High-Risk Situations, CLE International Conference, 2018
- Presenter, “Not Yet Illegal: Addressing Bias Issues and the Next Phase of Workplace Misconduct Claims,” Workplace Investigations: Facing High-Risk Situations, CLE International Conference, 2018
- Moderator, “High Stakes & High Risks: Strategies for Handling High-Profile Litigation,” Meyers Nave/California Minority Counsel Program seminar, 2018
- Presenter, “Recognizing Implicit Bias for Human Resources Professionals,” National Association of African Americans in Human Resources, 2018
- Quoted, “A Look Back on Same-Gender Sex Harassment,” *Daily Journal*, January 29, 2018
- Quoted, “California Legislation and Regulations to Watch in 2018,” *Law360*, January 1, 2018
- Quoted, “Year in Review: Hollywood Harassment Allegations,” *Daily Journal*, December 27, 2017
- Presenter, “Elimination of Bias: Bias Issues that May Arise in the Land Use Context,” CLE International’s Land Use Law Conference, 2017

- Author, “DFEH Issues Workplace Harassment Guide for California Employers,” Meyers Nave Client Alert, 2017
- Presenter, “Investigative Reports And The California Public Records Act: Protecting Privileges In Internal Investigations,” California Public Employers Labor Relations Association Annual Training Conference, 2016
- Presenter, "New Issues in Employment Investigations," International Municipal Lawyers Association Annual Conference, 2016
- Presenter, “New Challenges for Employers: Diversity Initiatives & Implicit Bias,” Southern California Public Labor Relations Council, 2015
- Presenter, “New Challenges for Employers: Diversity Initiatives & Implicit Bias,” Meyers Nave webinar, 2015
- Presenter, “Get Ready for the New Claims: Workplace Bullying and Subtle Bias,” Meyers Nave webinar, 2015
- Presenter, “Nuts & Bolts of Workplace Investigations and Issues,” Alameda County’s 11th Annual Disability Employment Awareness Conference & Training, 2014
- Presenter, “How to Lead Without Breaking the Rules,” California Council of School Attorneys, 2014
- Presenter, “Employee Discipline and Investigations,” Western Regional IPMA-HR Conference, 2014
- Presenter, “Workplace Bullying: The Next Harassment Claim?,” California Public Employers Labor Relations Association Annual Training Conference, 2013
- Presenter, “Social Media Firings: The NLRB's Do's and Don'ts,” IMLA Annual Conference, 2013
- Presenter, “Social Media – Creating a Policy You ‘Like’,” Meyers Nave Webinar, 2013
- Presenter, “Facebook ‘Friend’ or Foe – Social Media on and off Campus,” California Council of School Attorneys, 2012
- Presenter, “Ethics 101: A Guide for Public Officials,” California Public Employers Labor Relations Association Annual Training Conference, 2008
- Presenter, “Lessons Learned from this Year’s Big Employment Verdicts,” California Public Employers Labor Relations Association Annual Training Conference, 2007
- Presenter, “Ethics 101: A Guide for Human Resources Administrators,” California Public Employers Labor Relations Association Annual Training Conference, 2006
- Presenter, “Investigation Techniques,” Southern California Public Labor Relations Council, 2006

Representative Experience

- Investigated allegations of financial mismanagement and misappropriation and conflict of interest by a CFO of a transit agency.
- Investigated allegations of bullying and abuse of employees at a national audio entertainment company.
- Investigated allegations against the former Mayor of Palm Springs of illegal videotaping and eavesdropping on colleagues via an intercom system.
- Investigated allegations of gender discrimination made by two female council members against the Mayor of Oroville.
- Investigated allegations of ethical violations and conflict of interest by a City Auditor.
- Investigated allegations that a COO misreported information regarding a \$200 million project to implement clean technology trains to the Board of Directors for a transit agency.
- Investigated allegations that an Auditor for a transit agency engaged in bullying of employees.
- Investigated allegations that the CEO of a Health Plan engaged in conflict of interest and ethics violations.
- Investigated allegations that the CEO of a Health Plan engaged in harassment, retaliation and discrimination.
- Investigated allegations that an elected City Assessor-Recorder engaged in sexual harassment of male and female employees.
- Investigated allegations that an elected County Assessor Recorder Registrar of Voters engaged in gender discrimination and retaliation in promotions of employees.
- Investigated allegations of sexual assault by a Manager of a Health Plan.
- Investigated allegations that an employee of a rideshare compare drugged another employee with “date rape” drugs.
- Investigated allegations of Code of Conduct and other violations against executives and employees at a Health Plan.
- Investigated publicized allegations of misconduct by employees at a public library.
- Investigated numerous fraud, waste and abuse hotline allegations against a City Auditor.
- Investigated allegations of sexual harassment, race discrimination and disability discrimination by senior personnel at an international multimedia entertainment company.
- Investigated allegations of racial bullying against two African American college students at a public university (caused public protests and involved the NAACP).
- Investigated allegations of harassment and abuse by an Executive Director of a social venture and technology non-profit organization.

- Investigated election misconduct by police officers in a City of Bell government corruption scandal covered by national media.
- Internal affairs investigation for Bay Area Rapid Transit (BART) of the BART police officer-involved shooting death of passenger Oscar Grant.
- Investigated allegations of financial mismanagement, misappropriation and other misconduct by (1) the Director of Payroll at a college district, (2) School Administrators and various staff at a school district, and (3) the Chancellor, Board members, and President of a community college.
- Investigated allegations of discrimination, sexual harassment and retaliation made by senior police supervisors against the Police Chief for a large city. Completed more than 60 findings in 60 days.