



New One-Day Conference *Live!*

# WORKPLACE INVESTIGATIONS

Facing High-Risk Situations

April 23, 2018 • BASF Conference Center • San Francisco

Dear Colleague:

The rapid pace of today's workplace misconduct claims is unprecedented, and daily headlines deliver the news that employers from every sector are facing urgent circumstances that require investigations of workplace behaviors.

We invite you to this timely conference to help you understand the realities and risk factors of the new environment, conduct and defend high-risk investigations, and prepare for the emerging areas of workplace misconduct claims. Our program digs into cutting-edge issues relating to:

- **Anatomy of a Workplace Investigation in Today's New Environment**
  - **Assessing and Managing Organizational Culture and Transparency**
  - **Case Law and Administrative Decisions that Impact Workplace Investigations**
  - **Impact of #MeToo and #TimesUp on Policies and Investigations**
  - **Forensic Tools and Strategies for Investigations in a Digital World**
  - **Post-Investigation Issues in Court and Administrative Proceedings**
  - **Addressing Bias Issues and the Next Phase of Workplace Misconduct Claims**
- ... and more!

We hope to see you in April at this important new conference!

Sincerely,



**Camille Hamilton Pating, Esq., Program Chair**  
Meyers Nave, Oakland

Camille Hamilton Pating is a Principal at Meyers Nave and serves as Chair of the firm's statewide Workplace Investigations Practice. She has conducted over 100 high-profile workplace misconduct investigations involving executives and elected officials, and is a sought-after attorney investigator for sexual and racial harassment, discrimination, whistleblower retaliation, bullying, ethics, Title IX, police internal affairs and other serious misconduct allegations. Ms. Pating advises employers on a full range of personnel matters and conducts training on anti-discrimination laws, social media regulation, data privacy and implicit bias. She also is an experienced litigator in the firm's Labor and Employment Practice Group. Ms. Pating served as Chair of Meyers Nave's Diversity Committee for five years and is a leading force behind the firm's Women's Initiative, Diversity Initiative, and Diversity Fellowship Program. She served as President of the San Francisco Ethics Commission and participates in numerous organizations, including the National Association of African Americans in Human Resources and the Association of Workplace Investigators.

Please join us for a box lunch at the conference, Sponsored by **meyers | nave**

## CONFERENCE LOCATION & HOTEL ACCOMMODATIONS



### Bar Association of San Francisco (BASF) Conference Center

301 Battery Street  
San Francisco, CA 94111

The BASF Conference Center in the Bentley Reserve building is centrally located in the Financial District, adjacent to the Embarcadero Centers, and a 5-10 minute walk from the New Montgomery and Embarcadero BART stations.



### Hotel Reservations

Club Quarters Hotel  
424 Clay Street  
San Francisco, CA 94111  
memberservices@clubquarters.com  
203.905.2100  
Group Code: BASF03

Located in the heart of San Francisco's Financial District, the Club Quarters Hotel offers the best of both business and leisure attractions to its guests. Parks, shops, and restaurants surround the hotel, while Chinatown, Market Street, and the Ferry Building are all a short walk away.

MONDAY, APRIL 23

8:00 Registration and Continental Breakfast

8:30 **Welcome and Introduction**

Overview of the Day



**Camille Hamilton Pating, Esq., Program Chair**  
Meyers Nave, Oakland

8:45 **Anatomy of a Workplace Investigation in Today's New Environment**

Strategies and Techniques from Case Studies



**Monique Olivier, Esq.**  
Duckworth Peters Lebowitz Olivier, San Francisco  
**Gina Rocanova, Esq.**  
Meyers Nave, Oakland

10:00 Networking Break

10:15 **Hot Topics and Recent Decisions**

Review of Institutional Trends and Judicial and Administrative Rulings



**Nancy Pritikin, Esq.**  
Sheppard Mullin Richter & Hampton, Palo Alto  
**Adam Sloustcher, Esq.**  
Fisher Phillips, San Diego

11:30 Box Lunch sponsored by



12:00 **Featured Presentation**

Impact of #MeToo and #TimesUp on Policies and Investigations



**Amy Oppenheimer, Esq., AWI-CH**  
Law Offices of Amy Oppenheimer, Berkeley  
Founder and Past President  
Association of Workplace Investigators, Inc.

1:00 **Forensic Tools and Strategies for Investigations in a Digital World**

Data Extraction and Social Media Investigations



**Rick Leonardini, President**  
The Blackrock Group, Vacaville

2:00 Networking Break

2:15 **Post-Investigation Issues**

Presenting, Attacking, and Defending Investigations in Arbitrations, Administrative Hearings, and Litigation



**Diana Casares Bell, Esq.**  
**Senior Counsel, Labor & Employment**  
Kaiser Foundation Health Plan, Pasadena  
**Marcia Mitchell, Esq., Supervisory Trial Attorney**  
Equal Employment Opportunity Commission (EEOC)  
District Office, San Francisco  
**Sonya Sanchez, Senior Counsel, Litigation**  
Office of the General Counsel  
Regents of the University of California, Oakland

3:30 **Not Yet Illegal**

Addressing Bias Issues and the Next Phase of Workplace Misconduct Claims



**Adelmise Warner, Esq., Chief Counsel**  
Employment, Compensation, and Benefits  
Pandora Media, Oakland  
**Camille Hamilton Pating, Esq., Program Chair**

4:45 Evaluations and Adjourn

Earn up to 7 Hours of MCLE Credit  
Including One Hour of Elimination of Bias Credit

REGISTER NOW! [cle.com/WorkplaceInvestigations](http://cle.com/WorkplaceInvestigations) or (800) 873-7130

**PROGRAM CHAIR**

**Camille Hamilton Pating, Esq., Program Chair**  
Meyers Nave, Oakland

**FEATURED PRESENTER**

**Amy Oppenheimer, Esq., AWI-CH**  
Law Offices of Amy Oppenheimer, Berkeley

**SPEAKERS**

**Diana Casares Bell** is Senior Counsel in the Pasadena office of the Kaiser Permanente National Legal Department, specializing in Labor & Employment law. In her role as Senior Counsel, Diana advises all levels of management and Human Resources clients on traditional labor, employment, disability accommodation and public access issues, manages and conducts internal investigations, and represents Kaiser Permanente in union arbitration hearings and before numerous government agencies.

**Rick Leonardini** has 30 years of law enforcement experience in local government. He retired as Police Captain for the City of Fairfield in 2011, where he was second in command in the Police Department. After retirement, he obtained his Private Investigator's License and Private Patrol Operator's License, and co-founded Blackrock Investigations and Consulting, which is now The Blackrock Group.

**SPEAKERS**

**Marcia Mitchell** joined the Equal Employment Opportunity Commission (EEOC) in July 1993. She is currently a Supervisory Trial Attorney in the San Francisco District Office and is responsible for supporting her team's development and litigation of employment discrimination cases. As a prosecutor, she litigated cases under all of the federal statutes enforced by the EEOC, including disability class action, sexual harassment, and religious accommodation cases.

**Monique Olivier** specializes in complex civil litigation and civil appeals on behalf of plaintiffs, with an emphasis on class actions, workers' and consumers' rights, and civil rights issues. She is a founding partner of Duckworth Peters Lebowitz Olivier LLP, and regularly serves as lead counsel in employment and consumer class actions. Ms. Olivier is also an Appellate Specialist certified by the California State Bar Board of Legal Specialization.

**Nancy Pritikin** has extensive courtroom experience and specializes in employment discrimination, wrongful termination, investigations of employee conduct, and sexual harassment matters. Ms. Pritikin is well-versed in high-profile employment class action matters. She represented a police chief in a highly-publicized sexual harassment case and represented the Supreme Court of California in litigation alleging disability discrimination in addition to serving as lead trial counsel for multiple wage-and-hour discrimination class action cases.

**Gina Roccanova** is a principal at Meyers Nave and Chair of the Labor and Employment Practice Group, where she serves public and private employers with more than 20 years of experience. She serves as lead labor counsel, chief labor negotiator, and lead labor grievance arbitration counsel for numerous clients, and also defends clients against employment-related claims of harassment, discrimination, retaliation, failure-to-hire, and wrongful discharge.

**Sonya Sanchez** joined the University of California Office of the General Counsel as Senior Counsel for the Litigation group in November 2015, overseeing general liability litigation in the Risk program. Ms. Sanchez was previously with the Alameda County's Office of County Counsel, where she defended the County in civil rights and personal injury litigation.

**Adam Sloustcher** represents employers in all aspects of employment litigation, including employment discrimination, harassment, retaliation, wrongful termination and wage-hour class action lawsuits. Mr. Sloustcher has experience litigating matters in state and federal courts, state administrative tribunals, and in arbitration.

**Adelmise Warner** is Pandora's Chief Counsel of Employment, Compensation, and Benefits. She advises Pandora's leadership on employment matters, compensation, and benefits internationally, and manages employment litigation and administrative claims. Ms. Warner works with Human Resources and the senior leadership to develop and implement innovative employment and compensation strategies and initiatives.

<b>4 EASY WAYS TO REGISTER</b>	<b>1</b> <a href="http://cle.com/WorkplaceInvestigations">cle.com/WorkplaceInvestigations</a>	<b>2</b> <b>FAX</b> (303) 321-6320	<b>3</b> <b>PHONE</b> (800) 873-7130	<b>4</b> <b>MAIL</b> 7995 East Prentice Avenue Suite 200 Greenwood Village, CO 80111

**YES!** Please register the following:

Name \_\_\_\_\_  
Email \_\_\_\_\_ **PLEASE PRINT**

Name \_\_\_\_\_  
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Firm \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip+4 \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

**Cancellation**

Full tuition refunds (less a \$75 administrative charge) will be given only if notice of cancellation is received at least seven days prior to the Conference. Substitutions may be made at any time.

Course Materials provided in electronic format only.

**Tuition - Introductory Price Includes Course Materials**

- \$595 per person
- \$545 each for 2 or more
- \$495 each for 5 or more

**Government, 501(c)(3) organizations, full-time judges, law students, and paralegals:**

- \$545 per person
- \$495 each for 2 or more
- \$445 each for 5 or more

**Audio Home Study - available after the Conference**

- \$595 Audio transcript and Course Materials

**Course Materials Only - available after the Conference**

- \$250

**Payment**

Check payable to CLE International \$ \_\_\_\_\_ or charge my:

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Facing High-Risk Situations

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Earn up to 7 Hours of MCLE Credit  
Including One Hour of Elimination of Bias Credit

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# WORKPLACE INVESTIGATIONS

Moving Forward in the New Environment

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## Featured Presentation!

Impact of #MeToo and #TimesUp on Policies and Investigations



**Amy Oppenheimer, Esq., AWI-CH**

Law Offices of Amy Oppenheimer, Berkeley  
Founder and Past President, Association of Workplace Investigators, Inc.

Amy Oppenheimer has over 30 years of experience in employment law, as an attorney, investigator, arbitrator, mediator, and trainer for a large range of employers and employees — public and private, large and small — throughout the country. Her areas of expertise include preventing workplace harassment and responding to allegations of harassment, investigating workplace harassment, discrimination, retaliation, whistleblower claims, diversity in the workplace, how unconscious bias impacts decision-making, and other forms of workplace misconduct. She is also the former Chair of the Executive Committee of the Labor and Employment Section of the State Bar of California and serves as an advisor to that committee. Ms. Oppenheimer is also the author of numerous articles about harassment and discrimination, and is the co-author of *Investigating Workplace Harassment, How to be Fair, Thorough and Legal* (Society of Human Resource Management, 2003), one of the few books about the practice of investigations.

## Featuring Experts From:

- Blackrock Group
  - Equal Employment Opportunity Commission
  - Kaiser Foundation Health Plan
  - Pandora Media
  - University of California Office of the General Counsel
- ... and top law firms!

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