



WORKPLACE, EDUCATION, & TITLE IX INVESTIGATIONS

RESPONSIVE • THOROUGH • IMPARTIAL

Teresa "Terri" is a bilingual attorney who has spent over 18 years dedicated to conducting impartial workplace, Title IX, and education investigations and workplace training in both English and Spanish. Terri is experienced and adept at navigating the varied and complex issues that arise in the workplace, school, and campus environments. Her clients include public entities, private employers, and educational institutions. Terri's workplace investigations involve all employee positions and elected officials, from entry-level laborers to leaders of large organizations. In her Title IX and education investigations, Terri works with elementary schools through post-graduate programs.

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Prior to focusing her practice on investigations and training, Terri represented both plaintiffs and defendants in employment, civil rights, and personal injury cases. This diverse background provides her with a distinct degree of impartiality when conducting investigations. Terri has served as a member of the Association of Workplace Investigators (AWI) Board of Directors, full-time and part-time faculty for AWI's ANSI-Accredited Training Institute for Workplace Investigators, and presents at AWI's seminars.

REPRESENTATIVE INVESTIGATIONS

Workplace Matters:

- City Manager accused of sex discrimination in overlooking a Director for promotion.
 - School District Superintendent accused of age discrimination against a department head.
 - Spanish-speaking female assembly-line employees accused co-workers of sexual harassment; conducted in Spanish.
 - Peace Officer accused of sex discrimination; conducted under POBR.
 - Factory worker claimed retaliation by supervisor; conducted in English and Spanish.
 - Manager for nation-wide employer accused of age discrimination.
 - Private citizen complained that Peace Officer improperly accessed confidential records.
 - Public Entity employee complained that a department head failed to provide a reasonable accommodation for her disability and engaged in disability-based harassment.
 - Firefighter accused her Captain of creating a hostile work environment and gender-based discrimination; conducted under FBOR.
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- Warehouse manager accused of race-based harassment; conducted in Spanish.
- Professor claimed retaliation by leadership for exercising his 1st Amendment rights.
- Undergraduate student athlete accused fellow student athlete of sexual assault.
- Undergraduate student alleged nonconsensual sexual intercourse with a fellow student.
- Undergraduate student alleged that fellow student sent her inappropriate sex-based messages.
- Undergraduate student accused fellow student of sexual abuse and sexual harassment.
- Multiple graduate students accused their Professor of engaging in sex-based conduct toward them, including comments and touching.
- University coach accused of sending sex-based messages on the team's group chat.

Title IX and Education Matters:

- Undergraduate student athlete accused fellow student athlete of sexual assault.
 - Undergraduate student alleged nonconsensual sexual intercourse with a fellow student.
 - Undergraduate student alleged that fellow student sent her inappropriate sex-based messages.
 - Undergraduate student accused fellow student of sexual abuse and sexual harassment.
 - Multiple graduate students accused their Professor of engaging in sex-based conduct toward them, including comments and touching.
 - University coach accused of sending sex-based messages on the team's group chat.
 - University coach accused of engaging in nonconsensual sexual conduct with student.
 - Special Education High School student alleged coach bullied and harassed him based on his disability.
 - College coach accused of making race-based comments to a student athlete on the opposing team.
 - Community College student claimed that faculty treated her differently based on her national origin.
 - Minor Community College student alleged that adult classmates engaged in unwelcome sex-based conduct toward her.
 - College professor allegedly engaged in unwanted sexual advances toward a student.
 - Special Education student allegedly engaged in aggressive behavior toward a fellow student causing injury.
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SPEAKING ENGAGEMENTS

- Faculty, AWI's ANSI Accredited Training Institute for Workplace Investigators, Atlanta 2018, Vail 2019, Virtual 2021.
- Moderator, 2021 Berkeley Center for Comparative Equality and Anti-Discrimination Law's Sexual Harassment in Education Conference.
- Speaker CALPELRA 2020, *"He said, She Said . . . Relying on Credibility to Make Factual Findings in Workplace Investigations."*
- Presenter, AWI Workplace Investigations Basics Seminar, 2016, 2017, 2018, 2019, 2020.
- Presenter, AWI Public Sector Investigations Seminar, 2019.
- Speaker CALPELRA 2019, *"That Bully is Harassing Me!" Is it Bullying or an EEO Claim? Interview Techniques to Gather Facts Needed to Make a Solid Factual Finding.*
- Speaker CALPELRA 2019, *He Said, She Said . . . Doesn't Have To Mean Inconclusive – Writing An Investigation Report When The Conclusion Is Based Entirely On Credibility.*
- Speaker State Bar of California Labor and Employment Law Section Public Sector Conference 2011, *Employment Investigations – Nuts and Bolts for the Public Sector.*

EDUCATION AND TRAINING

- Achieved the Association of Workplace Investigators Certificate: AWI-CH, 2017.
- T9 Mastered Certification Training for College Campus Investigators, including trauma-informed training, 2016.
- ATIXA Certification as a Title IX Investigator, 2015.
- Completed AWI's National Institute for Workplace Investigators and completed 36.5 hours of required training, 2012.
- Terri obtained her Juris Doctor from the University of San Francisco School of Law. She also earned a Master of Spanish Translation Degree from the Universidad Complutense de Madrid, Spain and she obtained her Bachelor of Arts Degree from the University of California at Berkeley.

AFFILIATIONS

- Association of Workplace Investigators: Board Member, 2016-2022; Board Secretary, 2019-2021; Board Treasurer 2021-2022; Founding Member, 2009; past Membership & Marketing Committee Chair, Steering Committee member, Co-Convener Sacramento Local Circle.
 - Women Lawyers of Sacramento, member.
 - Sacramento County Bar Association, member.
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PUBLISHED OPINIONS

- *McMackins v. Elk Grove Unified School District* (E.D. Cal. 1998) 21 F.Supp. 2d 1201. The court agreed that the employee was not a qualified individual under the ADA.
 - *Thompson v. Sacramento City Unified School District* (2003) 107 Cal.App. 4th 1352. The court excluded plaintiff's expert declarations and resolved Ed. Code issues in the District's favor.
 - *Golfland Entertainment Centers, Inc. v. Superior Court* (2003) 108 Cal.App. 4th 739. The court excluded the presence of a minor's attorney during a mental examination.
 - *Knight v. Hayward Unified School District* (2005) 132 Cal.App.4th 121. The court held the employee could not prove disability discrimination under the Fair Employment and Housing Act.
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