



WORKPLACE, EDUCATION, & TITLE IX INVESTIGATIONS

RESPONSIVE • THOROUGH • IMPARTIAL

Alison is skilled at conducting prompt, thorough, and impartial investigations. She investigates complaints for public entities, private employers, and schools from K-8 through university-level education. Alison consistently provides her clients with thoughtful factual and legal analyses on a wide variety of employment and education matters, including Title IX investigations. Alison manages complex and sensitive fact patterns and situations, involving multiple complainants or respondents. Her investigations involve a wide array of participants, including employees from entry-level to management-level, elected officials, and minor children.

Prior to conducting investigations and training, Alison's practice emphasized employment and public entity matters, focusing on harassment, retaliation, and discrimination issues. She litigated employment matters on behalf of both employees and employers, served as first-chair attorney at jury and bench trials, and has extensive appellate experience in the state and federal courts of California. Alison's experience with both employees and employers, across all ranges of litigation, offers her a unique perspective allowing her to approach every investigation with impartiality. Notably, she is aware of the benefit that a well-conducted investigation can have towards addressing workplace concerns before litigation becomes necessary.

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REPRESENTATIVE INVESTIGATIONS

Workplace Matters:

- Superintendent and supervisor of a large County Office of Education accused of harassment, discrimination and retaliation of employee based on pregnancy.
 - Community Services District accused of harassment, discrimination and retaliation by a firefighter based on a medical condition.
 - Employee of state agency accused of failing to promote/provide opportunities to employee based on national origin and religion.
 - County accused of retaliation for failing to promote employee who engaged in union activity.
 - School District accused of retaliation for whistle-blowing and discrimination based on gender (male) for terminating long-term administrator.
 - Police department lieutenant accused of race-based and sex-based discrimination against deputies; conducted under POBR.
 - Fire Services District accused of discrimination for failing to promote firefighters based on gender (female).
 - Manager accused of sending sex-based text message to subordinate employee.
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- Minor employee of summer camp accused of sexually harassing another minor employee.
- Nursing home manager accused of gender-based and religious-based discrimination and retaliation against nurse.
- County accused of discrimination for failing to promote employees based on age and gender.

Title IX and Education Matters:

- University professor accused of sexual harassment/unwanted touching of a student/University employee.
- School parent alleged that a teacher and principal discriminated against her son based on race.
- High school coach accused of sex-based discrimination among members of school sports teams in violation of title IX.
- University student and sports team member accused of unwanted sexual assault in violation of Title IX by two fellow students.
- Community college district student accused of sexual touching of another student during class period in violation of Title IX.
- University student accused of unwanted sexual conduct in violation of Title IX by fellow undergraduate student.
- K-8 teacher accused of unwanted sexual conduct and racial discrimination towards a minor student.
- Community college district employee accused of sexual misconduct toward student in violation of Title IX.
- High school teacher accused of teaching unapproved material and engaging in classroom misconduct.

EDUCATION AND TRAINING

- Completed AWI's National Institute for Workplace Investigators, including achieving the Association of Workplace Investigators Certificate, AWI-CH, 2019.
 - Completed T9 Mastered Certification Training for College Campus Investigators, including trauma-informed training, 2016.
 - Attended the Association of Workplace Investigators' Investigation Basics Seminar, 2016.
 - Alison obtained her Juris Doctor from the University of the Pacific, McGeorge School of Law. She also earned her Bachelor of Arts Degree from the University of California at Davis.
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AFFILIATIONS

- Association of Workplace Investigators: Membership & Marketing Committee Member, 2018-2020, Seminars and Webinars Committee Member, 2020-present; Co-Convener – Sacramento Local Circle, 2018-present.
 - Women Lawyers of Sacramento, member.
 - Sacramento County Bar Association, member.
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