

RACHEL ALLISON

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MANAGEMENT ♦ EMPLOYMENT LAW ♦ TRAINING ♦ MEDIATION

PROFESSIONAL PROFILE

- ♦ Goal-driven management professional and employment litigation supervisor with exceptional expertise in employment law, including EEO, ADA, Title VII, ADEA, FEHA, ERISA.
- ♦ Highly adept at employee relations and collaborating/interfacing with decision-makers in top corporate management of firms such as grocery-store chains, clothing retailers, restaurants, water-delivery companies, and major insurance companies.
- ♦ Experienced in diverse range of employment/HR issues, including disability discrimination, workers' compensation, EEO investigations, accommodation policies, litigation, sexual harassment, and race-discrimination issues.
- ♦ Uniquely positioned for balanced view of employment issues, having handled cases from both employer and employee perspectives.
- ♦ Effective mediator, conflict-resolver, and communicator who understands the importance of a management culture that fosters respect, safety, and concern for its employees.
- ♦ Skilled at counseling, training, and coaching employees.

HIGHLIGHTS OF PROFESSIONAL ACCOMPLISHMENTS and EXPERIENCE

Employment Law

- ♦ Currently litigate employment discrimination cases in federal and state court, including winning, as second chair, age-discrimination federal case brought by six prosecutors against Aurora, CO, District Attorney.
- ♦ Litigated dozens of arbitrations and employee-discipline cases before various tribunals; won every case/arbitration.
- ♦ Prosecute employee-discipline cases in union-heavy city with 26,000 employees, interacting with management to maintain integrity of workplace by ensuring that discipline sticks.
- ♦ Advise city agencies on human-resource issues, policy and law, including ADA, Title VII, ADEA, and FEHA.
- ♦ As Associate/Litigator for law firm, counseled corporate clients on employment issues.
- ♦ Represented clients before the EEOC, OFFCP, and Labor Board; litigated Title VII, ADEA, and ERISA cases, including taking three cases to trial.
- ♦ Dispensed advice on employee counseling, discipline, terminations, and wage issues.
- ♦ Wrote monthly articles and updates on employment law.

Management and Leadership

- ♦ Supervise junior attorneys and paralegal; previously supervised junior attorneys and investigators.
- ♦ Developed employment policies and handbooks.
- ♦ Enlisted community involvement regarding concerns of families, women, and children as Commissioner, Aurora, CO Commission on the Status of Women; facilitated community "speak ups" as committee member.
- ♦ Established Courtroom Advocate Program for victims of sexual assault as member of Association for Women Attorneys, Denver, CO.

Mediation ~ Interpersonal ~ Problem-solving ~ Investigation

- ♦ As federal judicial law clerk, handled initial intake of all disputes relating to discovery information and documents produced prior to trial; determined immediacy of issues and their presentation to the court.
- ♦ Investigated employee complaints of discrimination and sexual harassment.
- ♦ Conducted employee investigations of sexual harassment and discrimination on behalf of clients.

Training ~ Coaching

- ◆ Interact with middle managers and first-line supervisors to prepare them for depositions and trial; coach them every step of the way in dealing with employees under their supervision who have sued them.
- ◆ As Associate/Litigator for law firm, conducted EEO training for management and clients.
- ◆ Train other attorneys in how to organize properly to litigate a case and how to prepare witnesses.
- ◆ Partner with less experienced attorneys to guide/coach them through the litigation process.
- ◆ Taught employment law to paralegals as college instructor.

PROFESSIONAL HISTORY

- ◆ Deputy City Attorney, Litigation Supervisor, City Attorney's Office, The Honorable Rance Davis, Aurora, CO, 2003 to present
- ◆ Instructor, Federal Practice and Procedure, Paralegal Program, University of Denver, Denver, CO, 2003
- ◆ Federal Judicial Law Clerk, U.S. District Court, the Honorable Ted Rose, Denver, CO, 2001 to 2003
- ◆ Instructor, Employment Law, Colorado State University, Fort Collins, CO, 1999
- ◆ Associate/Litigator, Syfrett, Loren, Riley, & Phelan, Fort Collins, CO, 1998 to 1999
- ◆ Assistant District Attorney, District Attorney's Office, Denver, CO, 1996 to 1998

EDUCATION

- ◆ *Juris Doctor*, Colorado State University, Fort Collins, CO, 1996
- ◆ Participated in Moot Court Board, National Trial Team, ATLA; won Moot Court Competition Award.
- ◆ *Bachelor of Arts in English*, Cum Laude, University of Colorado, Boulder, CO

PROFESSIONAL and CIVIC AFFILIATIONS

- ◆ Member, Society for Human Resource Managers
- ◆ Commissioner, Commission on the Status of Women, Aurora, CO
- ◆ Enlisted community involvement regarding concerns of families, women, and children as Commissioner; facilitated community “speak ups” as committee member.
- ◆ Co-chair, 1999 Hall of Fame honoring female community activists, Commission on the Status of Women, Fort Collins, CO
- ◆ Association for Women Attorneys, Denver, CO
- ◆ Established Courtroom Advocate Program for victims of sexual assault.

LAW LICENSURE

- ◆ Colorado, 1996