

JANEAN ACEVEDO DANIELS

ATTORNEY MEDIATOR



RESUME

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Janean Acevedo Daniels, principal attorney in the Law Office of Janean Acevedo Daniels, has more than 3 decades of experience in employment law, civil litigation, mediation and dispute resolution.

During her 35 years in practice, Ms. Daniels has advised and represented individuals and entities on both sides of challenging legal disputes and has helped clients successfully navigate the litigation and dispute resolution processes.

She recently expanded her practice to provide mediation and dispute resolution services to help parties work through their differences, regain their voice and sense of self, be heard and recognized, achieve their goals, and restore peace and health to their lives and businesses.

As an Effective & Empathetic Neutral:

Ms. Daniels's practice now focuses on mediation and dispute resolution services. She serves as a private mediator for parties needing a trusted and effective neutral to resolve their cases, and as a volunteer Settlement Master for the Superior Court. By connecting with and supporting everyone involved and offering compassionate and pragmatic guidance, Ms. Daniels helps resolve a variety of legal disputes, including hard-fought cases that parties may have previously tried but been unable to settle.

Formally trained at the Straus Institute for Dispute Resolution, Pepperdine University Caruso School of Law, Ms. Daniels brings to the dispute resolution process her extensive legal training and experience, effective communication and collaboration skills, and empathy and understanding for people, businesses, organizations, and their issues of concern. Using focused facilitative and evaluative approaches and deep listening, she creates a respectful, supportive, and effective environment that enables parties to understand and resolve their differences in a dignified and affirming way and move forward with more fulfilling opportunities.

For Employees:

Ms. Daniels represents employees in wrongful termination, discrimination, sexual and other unlawful harassment, whistleblower, breach of contract, and other employment-related cases; counseled employees facing unlawful conduct in the workplace; and assisted with employment contracts and exit strategies. She also represents individuals in select tort, contract, insurance coverage, disability, and personal injury actions.

For Employers:

Ms. Daniels advises and represents employers in connection with employment policies and practices, employee disputes, risk management issues, legal compliance and wage and hour matters, and employee handbook and contract preparation. She also assists employers in responding to, investigating, defending, and resolving employee complaints and claims of unlawful treatment.

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As an Investigator, Trainer & Expert:

- ◆ as a workplace investigator;
- ◆ as a workplace trainer providing legally-mandated anti-discrimination, harassment, and bullying training and education for managers and employees, and best employment practices training;
- ◆ as an adviser in various employment cases; and
- ◆ as an adviser and expert witness in legal malpractice actions where the underlying dispute was employment-related.

**Plaintiff's and Defense Counsel References as a Mediator are available upon request.*

Education

UCLA SCHOOL OF LAW - J.D., May 1989 (Class Rank: Ninth)

Order of the Coif, 1989.

American Jurisprudence Award in Criminal Law II, 1987.

Sidney R. Shiffman Memorial Scholarship, 1987.

Traynor State Moot Court Competition, 1989.

Finalist, Roscoe Pound Oral Advocacy Tournament, Moot Court Board Member, 1988-89.

Chicano Law Journal, 1986-87.

UNIVERSITY OF CALIFORNIA, BERKELEY - B.A., May 1986, summa cum laude

Social Science Field Major honors thesis: Reproductive Technology: A Critical Examination of the Social, Ethical, Political, and Legal Issues Underlying Artificial Conception.

Phi Beta Kappa, 1985.

Regents and Alumni Scholar, 1982-86.

National Hispanic Scholar, 1983.

Marquez-Frankel Scholarship, Mexican American Women's National Association, 1985.

Dispute Resolution Training & Experience

VOLUNTEER SETTLEMENT MASTER – Superior Court of the State of California, County of Santa Barbara – mediate and help resolve employment, business, personal injury, civil rights, unlawful detainer, and other complex civil cases

MEMBER OF COURT ADMINISTERED DISPUTE RESOLUTION (CADRe) PROGRAM – Superior Court of the State of California, County of Santa Barbara

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Dispute Resolution Training & Experience

MEMBER OF CASE MANAGEMENT ADR EARLY SETTLEMENT SESSION (CMADDRESS) PROGRAM – Superior Court of the State of California, County of Santa Barbara

STRAUS INSTITUTE FOR DISPUTE RESOLUTION, PEPPERDINE UNIVERSITY CARUSO SCHOOL OF LAW - Mediating the Litigated Case (Sep. 2023)

SANTA BARBARA COUNTY BAR ASSOCIATION - Ethical Issues in Mediation (June 2024)

JUDICATE WEST - Strategies for Success in the Dynamic World of Business Mediations (Oct. 2023)

CALIFORNIA EMPLOYMENT LAWYERS ASSOCIATION – Maximizing Insurance: Strategies and Perspectives in Litigation and Mediation - Annual Employment Law Conference (Oct. 2018)

Professional Experience

Law Office of Janean Acevedo Daniels, Santa Barbara, California - Principal Attorney

Full-service employment law counseling and representation, investigations, training, negotiation, and litigation for employers and employees; selective contract, insurance coverage, business litigation, and personal injury matters. Adviser and expert witness for employment matters and for legal malpractice matters involving underlying employment disputes. (*Mar. 1996 - present*)

Hollister & Brace, Santa Barbara, California - Associate

General litigation and appellate practice. Areas of emphasis included employment law and litigation, representing both employers and employees, and insurance coverage, business, real estate, and general tort litigation. (*Sept. 1991 – Feb. 1996*)

Law Clerk for Hon. Harry T. Pregerson, U.S. Court of Appeals, Ninth Circuit, Los Angeles, California

Analyzed and researched cases presented for appellate review; wrote opinions, dispositions, and bench memos. (*Aug. 1990 – Sept. 1991*)

O'Melveny & Myers, Los Angeles, California - Associate

General civil litigation and appellate practice. Represented variety of corporate and institutional clients, including major utility in connection with merger application proceedings before the Public Utilities Commission. Assisted in high impact pro bono litigation matters. (*Associate, September 1989 - August 1990, Law Clerk, May - July 1988*)

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Professional Experience

Judicial Extern to Hon. Irving J. Hill, U.S. District Court, Central District, Los Angeles, California

Assisted with all aspects of judge's criminal and civil case docket, including class action product liability litigation. As an adjunct extern during judge's absence, completed projects for the U.S. Attorney's office. *(Aug. 1988 – Dec. 1988)*

Weissburg & Aronson, Los Angeles, California - Law Clerk

Conducted legal research and prepared memos on a variety of legal issues. Concentration on health law and litigation. *(July – Aug. 1988)*

National Health Law Program, Los Angeles, California - Law Clerk

Conducted legal research and prepared memos and motions on Hill-Burton regulation, Medicaid, health entitlement, discovery and civil procedure. Published Clearinghouse Review article. *(May – Aug. 1987)*

Professional & Community Involvement

Santa Barbara County Unity Bar Inaugural Event sponsor (Nov. 2023)

Santa Barbara Women Lawyers, President (1995-1997) and Board Member (1993-1998)

William L. Gordon Inn of Court (1996-1997 & 2000-2002)

California Employment Lawyers Association Member

California State Bar Labor & Employment Section Member

Santa Barbara County Bar Labor & Employment Section Member 4

California Women Lawyers Association Member

Santa Barbara Women Lawyers Member & Mentoring Circle Mentor

Board Member and Secretary, Arts Mentorship Program (2013-2022)

Board Member, Women's Economic Ventures, 2000-2003 (Secretary, 2001)

Women's Executive Network, 1998-present

Parent Volunteer/Spanish Teacher, Mountain View Elementary School (1997-2009)

Former Board Member, Santa Barbara Women's Political Committee

Former Chair, ACLU Women's Rights Committee of Los Angeles

Awards & Honors

Attorney of the Year, Santa Barbara Women Lawyers (2002)

Certificate of Special Congressional Recognition, U.S. Congress - Congresswoman Lois Capps (2002)

Certificate of Recognition, California Assembly - Assemblymember Hannah-Beth Jackson (2002)

Certificate of Recognition from the California State Bar (2002)

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Awards & Honors

Certificate of Appreciation, Women's Economic Ventures (2003)

Nominee, Women's Economic Ventures Annual Businesswomen's Awards, Professional Services Category (2002)

Nominee, Attorney of the Year, California Trial Lawyers Association (Nov. 2002)

Publications

"Sexual Harassment: An Employer's Guide To Prevention, Investigation and Remediation," Sexual Harassment and Discrimination Reporter, Vol. 1, No. 3 (8/96)

"The Superior Court's Latest Word on Sexual Harassment: Harris v. Forklift Systems," Santa Barbara Women Lawyers Newsletter, Vol. 5, Issue No. 2 (Summer 1994)

"Court-Ordered Cesareans: A Growing Intrusion into the Lives of Indigent Women," 13 Clearinghouse Review 1064 (1988)

Presentations

Antioch University Santa Barbara and Women & Leadership Certificate Program - Panel discussion, MeToo, Now What? addressing sexual harassment issues from social, cultural, media, legal, political and business perspectives (Jan. 2018)

American Association of University Women - Panel presentation, Shattering the Glass Ceiling (Santa Barbara, CA, Oct. 2006)

Santa Barbara County Bar Association Bench & Bar Conference - Presentation, Hot Topics In Employment Law: Trends to Watch in 2008 and Beyond (Santa Barbara, CA, Jan. 2008)

American Association of University Women - Panel presentation, Issues and Developments In Sexual Harassment Law (Santa Barbara, CA, Oct. 2006)

California Employment Lawyers Association 19th Annual Employment Law Conference - Panel presentation, CELA Member Victories - Teaching Points for the Rest of Us (Long Beach, CA, Sept. 2006).

UCSB Extension Program, Human Resources Certification Program - Elements of Human Resources Management - Guest instructor, Legal Compliance Issues for HR Professionals (Santa Barbara, CA, Oct. 2004).

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Presentations

Santa Barbara Women Lawyers - Panel discussion, Vitamin M - The Essential Nutrient of Mentoring (Santa Barbara, CA, May 2004).

Santa Barbara County Bar Association Bench & Bar Conference - Panel presentation, Using the Mediation Process/ Understanding the Value of the Mediator, and Ethics in Mediation (Santa Barbara, CA, Oct. 2003).

State Bar of California Committee on Women in the Law/Santa Barbara Women Lawyers/California Women Lawyers - Panel discussion, Where's the Bias, exploring gender bias in the courts and the practice of law (Santa Barbara, CA, May 2003).

Santa Barbara Business Alliance - Panel Discussion with Leading Santa Barbara Business Women, Achieving Success & Making a Difference in our Community (Santa Barbara, CA, April 2003).

National Center for Women in Policing - Eighth Annual Leadership Conference, Panel presentation, Preventing Gender Discrimination and Changing Police Culture@ (Los Angeles, CA, April 2003).

California Employment Lawyers Association 15th Annual Employment Law Conference - Panel presentation, This Year's Conquests - CELA's Warriors in the Courtroom (Pasadena, CA, Oct. 2002).

Santa Barbara County Bar Association Corporate & In-House Counsel Sections - Presentation, Don't Let This Happen To You: How To Avoid a Multimillion Dollar Discrimination Case In Your Organization (Santa Barbara, CA, Aug. 2002).

Santa Barbara County Bar Association Litigation Section - Presentation, Litigating a Successful Employment Discrimination Case - Case Study of *Hause v. City of Santa Barbara* (Santa Barbara, CA, June 2002).

UCSB Extension Program, Human Resources Certification Program - Recruitment, Selection & Retention - Guest instructor, Legal Compliance Issues in Recruiting and Hiring Employees (Santa Barbara, CA, May 2001).

Santa Barbara County Bar Association In-House Counsel Section - Presentation, Disability Discrimination Laws and In-House Counsel: What You Don't Know (and Don't Do) CAN Hurt You (Oct. 1999).

UCSB Extension Course, Managing Employee Compensation - Guest instructor, An Overview of Wage and Hour Law For the Human Resources Specialist (Santa Barbara, CA, July 1999).

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Presentations

UCSB Extension Course, Employment Law for Human Resources Professionals - Guest instructor, Disability Discrimination Laws and the HR Professional (Santa Barbara, CA, Mar. 1999).

Santa Barbara Human Resources Association - Presentation, Employment Practices Liability Insurance: Protection From Costly Claims or High-Priced False Security? (Santa Barbara, CA, Nov. 1998).

Santa Barbara Human Resources Association - Seminar presentation, Legal Issues for HR Specialists in the Technological Age (Santa Barbara, CA, July 1997).

Santa Barbara Women's Day Conference - Presentation on women in law and business (Santa Barbara, CA, May 1996).

California State Bar Women and Law Conference - Panel presentation on maternal-fetal conflict (Monterey, CA, May 1995).

Santa Barbara Women Lawyers/Santa Barbara Women's Medical Association Joint Dinner - Presentation on maternal-fetal conflict (Santa Barbara, CA, Nov. 1994).

Symposia Medicus Second National Conference on Women's Health Care - Presentations, Maternal-Fetal Conflict: Issues and Controversies and Women's Reproductive Rights: Current Issues in the 90s (Las Vegas, NV, Sept. 1993).

Women Lawyers of Ventura County - Seminar on Adoptions and Surrogates Presentation on legal, ethical, and psychological issues surrounding surrogacy (Ventura, CA, Sept. 1991).

Women Lawyers of Los Angeles - Annual Doctor-Lawyer Dinner Presentation on maternal-fetal conflict and related legal,

Languages

Bilingual Spanish, Basic Italian

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