

# **CODE OF CONDUCT**

**California Democratic Party  
Proposed Candidates for Code of Conduct Policy**

**Independent Ombudsperson**

**Patricia Shiu (current Interim Ombudsperson)**

Patricia Ann Shiu is the former Director of Federal Contract Compliance from 2009 to December 1, 2016 during the administration of Barack Obama. Prior to joining the Department of Labor, Shiu worked as Vice President for Programs at the Legal Aid Society-Employment Law Center in San Francisco. As an attorney, Shiu specialized in employment discrimination and family and medical leave cases. While at the Legal Aid Society, Shiu served as the director of the Society's Work and Family Project. In 1993, Shiu was appointed to the Department of Education's Civil Rights Reviewing Authority.

<https://law.utexas.edu/cwil-power-summit/patricia-a-shiu/>

**Independent Investigators**

**Florencia Albert**

Florencia Albert graduated UCLA magna cum laude and Phi Beta Kappa and received her law degree from Georgetown University, where she was a Public Interest Law Scholar. Her law experience rests on 24 years in employment law, with 10 of those incorporating family law, wills and trusts, and mediation of litigated and pre-litigation disputes. As an employment lawyer, Florencia has represented both employers and employees in all employment matters from advising on policies and procedures to investigating and litigating discrimination, harassment and wage and hour issues.

<http://www.florenciaalbertlawgroup.com/>

**Sue Ann Dermeyden**

Sue Ann Dermeyden has handled hundreds of lawsuits and investigations on all types of employment matters, including claims of discrimination, harassment, retaliation, whistleblower retaliation, substance abuse, threats of violence, assault, sexual assault, theft, fraud, embezzlement, violations of company policies, wage and hour violations, conflict of interest and other forms of alleged misconduct and performance related issues. Sue Ann is also an experienced investigator in Title IX sexual assault, and is a shareholder of T9 Mastered, a training company focused on educating Title IX sexual assault investigators.

<https://vmlawcorp.com/our-team/sue-ann-van-dermyden-senior-partner/>

**Katherine Edwards**

Katherine Edwards has specialized in employment law disputes since 1989, initially as an advocate, and currently as a full-time neutral. She has been a private mediator since 2000. In addition, Ms. Edwards is an experienced, independent investigator having conducted hundreds of investigations in both the private and public sectors. Ms. Edwards is experienced in all areas of employment law, e.g., retaliation, discrimination, harassment and related torts, public policy violations, defamation, privacy rights, contract disputes, wage & hour, and wrongful termination.

<http://www.katherinejedwards.com/information/bio.html>

**Amy Oppenheimer**

Amy Oppenheimer is a leading expert in the field of workplace investigations. She 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. She is also a retired administrative law judge. 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.

<https://amyopp.com/our-team/>

### **Louise Renne**

Louise Renne is a founding partner of Renne Public Law Group, and was previously a founding partner of Renne Sloan Holtzman Sakai Public Law Group. She leads the firm's public interest litigation. Ms. Renne pioneered the model of public interest plaintiff coalitions comprised of government agencies, individuals, and non-profit organizations during her 16-year tenure as San Francisco City Attorney.

[https://rennepubliclawgroup.com/team\\_member/louise-renne/](https://rennepubliclawgroup.com/team_member/louise-renne/)

### **Andrea Kelly Smethurst**

Andrea Kelly Smethurst has conducted hundreds of investigations for both public and private employers in response to employee complaints of harassment, discrimination, retaliation, bullying, and other alleged employee misconduct. Andrea speaks Spanish fluently and regularly conducts investigations in which she interviews witnesses in Spanish. Andrea also provides expert witness testimony on the adequacy of workplace investigations, training, policies and other employment-related matters. Andrea has served as an Equal Employment Opportunity Monitor and Decree Monitor for employers required to implement a monitoring program.

<https://www.andreakellylaw.com/>

### **Kelly Trainer**

Kelly Trainer is a partner in Burke's Orange County office, representing employers in labor and employment law matters. Kelly has represented and advised employers on matters involving numerous federal and state law claims, including discrimination, harassment, retaliation, disability and leaves of absence, wrongful termination, leaves of absence, wage and hour, freedom of speech and association, and privacy. In addition, Kelly's practice includes representation of public employers in areas unique to public employment such as due process, disciplinary procedures, the MMBA, CalPERS, the Public Safety Officers Procedural Bill of Rights, and the Firefighters Procedural Bill of Rights.

<https://www.bwslaw.com/meet-our-people/kelly-a-trainer/>

## **Conduct Commission Members**

### **Nancy Cohen**

Nancy L. Cohen is an award-winning author, historian, and leading national expert on gender and American politics. She is the author of four books, including Breakthrough, on women, gender and politics in contemporary America, Delirium: The Politics of Sex in America, on sex, feminism, and political polarization, and The Reconstruction of American Liberalism, on the politics of economic inequality in post-Civil War America.

<http://nancylcohen.com/about/>

### **J Timothy Davis**

Timothy Davis is a partner in Burke, Williams & Sorensen's Silicon Valley office and is Chair of the firm's Labor and Employment Law practice group. Tim has tried to verdict employment cases in both federal and state court, and has conducted over 70 employment arbitrations. Tim engages in litigation matters in actions involving state and federal law, such as Title VII, the California Fair Employment and Housing Act, Americans with Disability Act, Age Discrimination and Employment Act, Family and Medical Leave Act, California Family Rights Act, California Pregnancy Disability Act, Public Safety Officers Procedural Bill of Rights, and wage and hour issues, including wage and hour class actions.

<https://www.bwslaw.com/meet-our-people/timothy-l-davis/>

