

JANEAN ACEVEDO DANIELS
ATTORNEY AT LAW
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Janean Acevedo Daniels, principal attorney in the Law Office of Janean Acevedo Daniels, has over 20 years of experience in employment law and civil litigation. Ms. Daniels represents employees in wrongful termination, discrimination, sexual and other unlawful harassment, whistleblower, breach of contract, and other employment-related cases; counsels employees facing unlawful conduct in the workplace; and assists with employment contracts and exit strategies. She also represents individuals in select tort, contract, insurance coverage, disability, and personal injury actions.

Ms. Daniels also advises and represents employers in connection with employment policies, compliance, wage and hour, and risk management issues, contract preparation, and employee disputes. She also assists employers in responding to, and conducting investigations of, employee complaints and claims of unlawful treatment.

Ms. Daniels has obtained significant verdicts and settlements on behalf of her clients, including:

- ❖ a \$3.2 million verdict on behalf of two female police officers in a glass ceiling@ discrimination action against the Santa Barbara Police Department
- ❖ a \$1 million plus judgment on behalf of a gay officer in a discrimination, harassment, and retaliation case against SBPD
- ❖ widely-publicized settlements against Santa Barbara County on behalf of its former Director of Human Resources for gender discrimination, retaliation, and wrongful termination, and on behalf of two female Sheriff=s Department employees who were sexually harassed
- ❖ Six-figure settlements and outstanding results for employees against a variety of private employers, including financial institutions, health care organizations, airlines and avionics companies, technology firms, national restaurant and grocery chains, universities, colleges and other educational institutions, defense contractors, professional services firms, hotel, travel and leisure businesses, automobile dealerships, and insurance companies.

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 in Social Science Field Major (GPA = 3.93)

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.

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. (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 to 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)

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

Los Angeles, California (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)

COMMUNITY

Santa Barbara Women Lawyers, President (1995-1997) and Board Member (1993-1998)
William L. Gordon Inn of Court, 1996-1997; 2000-2002
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-present)
California State Bar Labor & Employment Section Member
Santa Barbara County Bar Labor & Employment Section Member
Former Board Member, Santa Barbara Women's Political Committee
Former Chair, ACLU Women's Rights Committee of Los Angeles

AWARDS AND HONORS

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

Certificate of Special Congressional Recognition from Congresswoman Lois Capps (2002)

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

Certificate of Recognition from the California State Bar (2002)

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

American Association of University Women - Panel presentation, **A Shattering th Glass Ceiling@** (Santa Barbara, CA, upcoming 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 on "Legal Compliance Issues for HR Professionals" (Santa Barbara, CA, Oct. 2004).

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 on "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 on "An Overview of Wage and Hour Law For the Human Resources Specialist" (Santa Barbara, CA, July 1999).

UCSB Extension Course, Employment Law for Human Resources Professionals - Guest instructor on "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, constitutional and bioethical issues (Los Angeles, CA, Feb. 1990).