



Debra Black Leo

Ms. Leo's experience in the employment law arena spans over 40 years. Ms. Leo built and managed EEOC's mediation program for the states of Alabama, Mississippi and northwest Florida. . Having worked with the U.S. Equal Employment Opportunity Commission for over 40 years Ms. Leo offers in-depth knowledge of laws, regulations and trends that affect the workplace. Having had the opportunity to examine and analyze a wide array of personnel practices, policies and systems, she brings a vast knowledge of best practices and common pitfalls that affect a wide range of businesses, institutions and industries.

Ms. Leo has lectured and trained extensively on employment issues and conflict resolution skills and techniques. As well as designing and delivering training for EEOC, FBI, Department of Labor, FMCS, and other federal agencies, she has designed and delivered training for private employers, corporations, institutions and entities. Her subject matter expertise includes conflict resolution, harassment, accommodation, and other specialized training for workforce issues.

With over 18 years of mediating employment disputes, she focuses her practice on mediating employment disputes, providing training on conflict resolution, EEO matters and communication skills, and investigating workplace complaints

PROFESSIONAL AFFILIATIONS:

American Bar Association
Birmingham Bar Association
Alabama Bar Association
Alabama Academy of Attorney Mediators (President and Executive Committee)
Alabama Supreme Court Commission on ADR
FINRA Panel of Neutrals
Appellate Mediator – Alabama Supreme Court and Court of Civil Appeals
Association of Attorney Mediators

EDUCATION

Juris Doctorate - Birmingham School of Law
Birmingham, AL
Bachelor of Science in Mechanical Engineering - University of Alabama at Birmingham
(Tau Beta Pi)