

Karen R. Washington

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HIGHLIGHTS OF EXPERIENCE

- Attorney, **av Preeminent** rated by **Martindale Hubbell for 25 years**, helping people navigate through the complex legal system, embracing both parts of the title Attorney and Counselor
- TMCA Credentialed Distinguished Mediator, helping parties in **over 1,000 mediations**, since 1992
- Texas Commissioner on Uniform State Laws 2001 to present.
- Successful attorney through U.S. Supreme Court level twice: once in a real estate lending related case, and once in an employment related case

PROFICIENT IN SPANISH – reading, writing, and conversation

EXPERIENCE

TEXAS A&M UNIVERSITY SCHOOL OF LAW, 2016-present - Adjunct Professor, teaching ADR – Arbitration, Mediation, Negotiation.

CERTIFIED INDEPENDENT HEARING EXAMINER - Texas Education Agency 2006 to present - Presiding over evidentiary hearings and making a determination of whether the school district decisions for termination or nonrenewal of employment should be sustained.

ADMINISTRATIVE LAW JUDGE – City of Dallas, 2017 – present - Presiding over evidentiary hearings and ruling on termination and demotion cases.

MEMBER OF NEUTRAL PANELS

AAA – Mediation and Arbitration of Commercial and Employment matters.

FINRA (formerly NYSE & NASD) – Mediation and Arbitration of Securities and Employment matters.

NCDS – Arbitration of automobile warranty issues.

ROBERTS WASHINGTON FIRM, 2016-present – engaging in Alternate Dispute Resolution, Guardian ad litem and Attorney ad litem service, and practice in civil law matters.

THORPE HATCHER & WASHINGTON, PLLC, 1994 to 2016 - Founding member
Broad based civil practice experience, including employer/employee matters, business entities such as disputes involving owners or clients, and contract matters.

Extensive experience handling employment and regulatory matters such as EEOC, TWC, and DOL claims of noncompliance with and/or violation of Title VII, Texas Labor Code, Texas Workers Compensation Code Section 451, Americans with Disabilities Act (ADA and ADAAA), Fair Labor Standards Act (FLSA) and Family Medical Leave Act (FMLA).

Frequent representation on matters involving reviewing, drafting and advising on contracts, such as employment agreements, noncompete and nonsolicitation agreements, and confidentiality agreements.

GODWIN BOWMAN MARTINEZ, P.C., Shareholder - 1989-1994, Associate 1986-1989

DALLAS ASSISTANT CITY ATTORNEY- 1985-86

5TH COURT OF APPEALS - Briefing Attorney - 1984-85

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- Mac Taylor Inn of Court - Elected to serve as a Bencher/Master of the Inn. Inns of Court are organizations dedicated to upholding the Constitution of the U.S. and promoting the ethical practice of law.
- American Law Institute - nominated by two federal judges, elected and invited to membership in this national organization that writes the Restatements of Law, which create common law in this and other states.
- Uniform Law Commission – Serving as a Texas Commissioner for 18 years, drafting legislation to promote uniformity among the states. Presently on the Scope and Program Committee, shaping the work of the commission in the future.
- Association of Attorney Mediators
- Dallas Bar Association

PROFILE

University of Texas (J.D.)

Texas Tech University (B.A. Spanish/English) magna cum laude and graduated in 3 years

Admitted to practice and have practiced in:

All Texas State Courts, U.S. Supreme Court, 5th Circuit Court of Appeals

U.S. Dist. Courts all Districts of Texas

State certified to serve as Attorney/Guardian Ad Litem – 2009 to present.

Community

Altrusa International of Downtown Dallas, Inc., Service organization, President-elect

UNT College of Law – Affiliate Professor Practice Course 2016

UNT College of Law – LA Bedford Mentor 2015-2018

SMU ADJUNCT FACULTY (past) – Masters level dispute resolution program