

**NANCY MAISANO**

**MAISANO MEDIATION LLC**

**800 5<sup>TH</sup> Ave., Suite 4000**

**Seattle, WA 98104**

**[www.MaisanoMediation.com](http://www.MaisanoMediation.com)**

## **PROFESSIONAL EXPERIENCE**

Nancy Maisano has mediated more than 1,000 disputes as a full-time mediator since 2001. She is a frequent speaker on alternate dispute resolution and employment law. She conducts trainings for human resources personnel, management and members of the bar on effective mediation advocacy and a variety of employment laws and policies.

## **MEDIATION**

### **Maisano Mediation, LLC – 2007-present**

Full-time mediator and founder of a mediation services firm based in Seattle and serving the Pacific Northwest region. Expertise in employment and labor disputes involving discrimination, wage and hour, ERISA and non-competes as well as other employment-related disputes. Mediates disputes involving commercial claims, business and partnership dissolutions, estates/trusts, personal injury and civil rights/constitutional claims.

### **U.S. Equal Employment Opportunity Commission – 2001-2007**

Full-time mediator responsible for convening and conducting more than 100 employment discrimination mediations per year, consistently achieving a greater than 90 percent success rate. Invited frequently to give trainings and presentations on alternative dispute resolution and employment law.

### **Federal Executive Board ADR Consortium – 2003-present**

Volunteer mediator for the resolution of employment disputes involving federal, state and local government agencies.

### **Federal Emergency Management Administration – 2005**

Equal Rights Officer for Hurricane Katrina disaster relief efforts in New Orleans on a temporary assignment from the EEOC. Responded to and resolved through alternative dispute resolution internal complaints of employment discrimination by FEMA employees and its contractors and citizens' complaints of civil rights violations. Conducted training for new employees on diversity, sexual harassment and FEMA employment policies and complaint procedures.

## **LITIGATION**

### **U.S. Equal Employment Opportunity Commission – 1999-2001**

Trial attorney responsible for all stages of employment discrimination litigation brought under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act and the Americans with Disabilities Act.

### **Schwerin Campbell Barnard, LLP – 1997-1999**

Associate representing both plaintiff and defense in employment discrimination and civil rights litigation. Represented labor unions in litigation, arbitration and a variety of alternate dispute processes.

**Whitman-Walker Legal Clinic – 1992-1997**

Volunteer attorney representing people living with HIV and AIDS in various discrimination claims under federal and local discrimination laws including the newly-enacted the Americans with Disabilities Act.

**LEGISLATION**

**U. S. Maritime Administration – 1991-1997**

Legislative and policy attorney focusing on labor, employment and maritime laws and policy.

**EDUCATION**

University of Baltimore School of Law, J.D., cum laude, 1990

Louisiana State University, B.A., cum laude, 1987

**BAR ADMISSIONS**

Maryland, 1990 (inactive)

District of Columbia, 1991 (inactive)

Washington, 1998

**MEDIATION TRAINING**

**Pepperdine University**, Strauss Institute for Dispute Resolution, Mediating in the Red Zone, Malibu, 2011

**American Arbitration Association**, Advanced Mediation Training, Seattle, 2011

**NW ADR Conference**, Washington Law School Foundation, Washington State Bar Association and Washington Mediation Association, Seattle, 2002-2010

**American Bar Association ADR Section Conference**, Seattle, 2002, 2008, NY, NY, 2009, San Francisco, 2010

**Crossroads of Conflict - Advanced Mediation Training with Kenneth Cloke**, Antioch University and Washington Mediation Association, Seattle, 2007, 2009

**A Place at the Table Training Conference**, Seattle Federal Executive Board, Seattle, 2006

**Pepperdine University**, Strauss Institute for Dispute Resolution, Advanced Mediation Practice, Malibu, 2005

**Advanced Mediation Training**, U.S. Equal Employment Opportunity Commission, Washington, D.C., 2003

**Professional Mediation Skills Certificate Training**, University of Washington Law School/Washington State Bar Association, Seattle, 2002

**Mediation Skills Training**, U.S. Equal Employment Opportunity Commission, Washington, D.C., 2001

## **PROFESSIONAL ACTIVITIES**

### **ADR Roundtable**

**American Arbitration Association Certified Mediator** -- Listed mediator on AAA panel

**Mediate.com Certified Senior Mediator** -- Panel mediator on [www.Mediate.com](http://www.Mediate.com)

**Rule 39.1 Certified Mediator** -- U.S. District Court for the Western District of Washington

**Washington Mediation Association** -- Certified mediator

**American Bar Association** -- Labor & Employment Law and ADR Sections

**King County Bar Association** -- Labor & Employment Section Trustee, ADR Section member; Pacific Coast Labor and Employment Law Conference planning committee member

**Washington Women Lawyers**

**Washington State Bar Association** -- Labor & Employment Law and Dispute Resolution Sections

## **ARTICLES AND SPEAKING ENGAGEMENTS**

**“Achieving Success in Mediation”**

**“A 360 Degree View of Employment Mediations”**

**“Behind the Scenes at the EEOC”**

**“Expanding the Pie in Employment Mediations”**

**“Fifteen Tips for Effective Mediation Preparation”**

**“Getting Ahead: Talk to the Mediator”**

**“Matters of Principle Require a Measured Approach”**

**“Mediation Preparation Checklist”**

**“Strategies for Success in Mediation”**

**“Twenty Tips for a Successful Mediation”**

**Presenter or Program Chair** at numerous ADR seminars sponsored by the American Bar Association, Washington State Bar Association, King County Bar Association, Washington Employment Lawyers Association, Washington Defense Trial Lawyers Association, Washington State Association for Justice, The Seminar Group, the City of Seattle, the Washington Attorney General’s Office and numerous law firms in the Pacific Northwest.

Nancy Maisano

Curriculum Vitae