

VALERIE KIFFIN LEWIS, ESQUIRE

valerie@employmentlawjustice.org

(954) 812-5636

WORK HISTORY

Valerie Kiffin Lewis Law Firm, LLC, Owner/Attorney/
Mediator (7/1996 to Current); Sparkman, Robb, Nelson &
Mason, P.A., Attorney (1/1993-5/1996); 17th Judicial
Circuit Court, Broward County, Judicial Staff Attorney
(1/1991-1/1993); U.S. Postal Service, EEO Counselor/
Investigator (1983-1991*)(1987-1990-approved leave of
absence to attend law school).

PROFESSION

Attorney, Mediator, Arbitrator, EEO Investigator

PROFESSIONAL LICENSES

Florida Supreme Court Certified Circuit Court Mediator
Florida Supreme Court Certified Family Court Mediator
Florida Supreme Court Certified Dependency Mediator
Florida Supreme Court Certified County Court Mediator
Florida Supreme Court Qualified Arbitrator
U.S Equal Employment Opportunity Commission Mediator
U.S. District Court, Southern District of Florida Mediator

**PROFESSIONAL
ASSOCIATIONS**

AAA Panel Member- Mediator & Arbitrator, Mediator
Qualifications and Discipline Review Board ("MQDRB"),
Florida Dispute Resolution Center, Member; Alternative
Dispute Resolution Section of the Florida Bar, Member;
Labor and Employment Section of the Florida Bar,
Member.

EDUCATION

Nova Southeastern University, Shepard Broad Law Center
J.D. (1987-1990); The Ohio State University, B.S.
(1974-1978)

GENERAL EXPERIENCE

Over 25 years of experience as an Employment Attorney
representing corporations and employees at both the
administrative and trial level on all employment-related
matters. Extensive experience and strong knowledge base
in the areas of employment law, employment
discrimination, conflict resolution, complex employment
and contract disputes, sexual harassment claims,
harassment, public and private whistleblower actions; libel

and defamation actions; Title VII, FCRA, ADA, FMLA , and FLSA violations; wage and hour laws; retaliation claims; misclassification of employees, restrictive covenants, non-compete provisions; severance agreements; workplace investigations and, disability claims.

EXPERIENCE AS A MEDIATOR

U.S. Equal Employment Opportunity Commission (EEOC), Contract Mediator since the inception of its ADR Program in 1999; Mediate claims of employment discrimination based on the protected categories of race, sex, color, disability, national origin, age, religion, and retaliation; Expertise in resolving complex legal issues concerning claims of Sexual Harassment, Hostile Work Environment, and Retaliation; Serve on the Panel/Roster for the U.S. District Court, Southern Division; Contract Mediator for the 17th Judicial Circuit Court of Broward County, FL; Mediated County Court cases filed in the 17th Judicial Circuit Court. Cases involved issues regarding contract disputes, negligence claims, landlord/tenant disputes, commercial/business disputes; The Collins Center for Public Policy, as part of a National Panel, Mediator, mediated foreclosure claims; Board member, Mediator's Qualifications and Discipline Review Board ("MQDRB"); Owner and Founder of The Resolution Group ("TRG"), provided mediation services to the general public.

MULTI-PARTY MEDIATION EXPERIENCE

Experience mediating multi-party discrimination cases that involved joint employer liability issues; Amongst the participants were the employee, employer, and temporary employment agency; have mediated many cases where the interests of a party can be impacted by the participation of an insurance carrier. In addition, have mediated many complex contractual issues; have also mediated employment cases with union involvement.

STATEMENT OF MEDIATION PHILOSOPHY

Resolution is almost always better than litigation. A negotiated resolution where the parties have ownership of the results is more satisfying than one ordered by either a judge or an arbitrator.

MEDIATION REFERENCES

Arlene K. Kline, Esquire, Partner, Akerman LLP
arlene.kline@akerman.com; P: (561) 671-3639