

News: Firm News

December 6, 2017

AALRR Speakers Announced for December

As 2017 draws to a close, Atkinson, Andelson, Loya, Ruud & Romo attorneys will be ending the year with a full schedule of speaking engagements at conferences, trainings, and more. The busy month begins at CALPELRA's 2017 Annual Conference held in Monterey, where four attorneys will present on topics pertinent to California public sector employers, including how to conduct workplace investigations, how to respond to workplace violence, and how police departments can avoid common lawsuits. Later in December, three attorneys will speak to education professionals in Southern California about Title IX compliance. In addition to the speaker events listed below, AALRR attorneys will continue to present at firm-sponsored [Breakfast Briefings](#) and trainings throughout the month. Breakfast Briefings will specifically focus on employment law tips and trends for 2018, while trainings will focus on what employers need to know about the #MeToo movement.

If you're attending the following events, we hope you'll join us at our presentations:

CALPELRA 2017 Annual Conference, Monterey Convention Center, December 4-8, 2017

He Said/She Said/They Said: But Who To Believe?

Wednesday, December 6, 10:30-12:00 pm

In many workplace investigations, the main witnesses contradict each other. As the investigator, you still must make factual findings. How do you decide which witnesses to credit and which ones to discredit? How do you determine what actually happened? In this session, attorneys [Kevin Dale](#) and [Nate Kowalski](#) will discuss the credibility factors seasoned investigators use to make these determinations, including plausibility, consistency, contradictions, demeanor, motive, candor, and context. With real-world examples and fact-based hypotheticals, this session will sharpen this indispensable tool in your investigation tool kit.

Responding to Workplace Violence: An Overview of Violence in the Workplace and Effective Tools for Employers to Combat It
Thursday, December 7, 3:30-5:00 pm

Public employers are not immune from workplace violence. It is imperative that employers are able to identify employees who may "go postal" and react to credible threats of violence in the workplace. This session, which features attorneys [Nate Kowalski](#) and [Alfonso Estrada](#), will provide a historical analysis of the evolution of violence in the American workplace and offer their personal experiences in obtaining workplace violence restraining orders. You'll learn about the intricacies of petitioning for a workplace restraining order, and about the benefits and protections a workplace violence restraining order can provide an employer.

The Top Three Lawsuits by Police Officers and How To Avoid Them

Thursday, December 7, 1:30-3:00 pm

The confrontational nature of law enforcement makes police departments prime targets for litigation. Often, however, the most challenging cases to defend are lawsuits initiated by an agency's own officers. It is critical that management recognize the scenarios that most commonly lead to police officer litigation. In this session, attorneys [Alfonso Estrada](#) and [Jay Trinnaman](#), will discuss some of the most prevalent police officer claims faced by departments, including retaliation for protected activity under the First Amendment, complaints stemming from romantic relationships within the police department, and violations of POBR rights.

Complimentary Professional Development Series, North County Regional Educational Center, San Marcos, December 15, 2017; Sweetwater UHSD Professional Development Center, Chula Vista, December 18, 2017

Title IX Compliance and Handling Title IX Complaints

Friday, December 15, 8:00-10:00 am (San Marcos); Monday, December 18, 8:00-10:00 am (Chula Vista)

This presentation, the third in the Complimentary Professional Series jointly sponsored by AALRR and San Marcos Unified School District, will familiarize participants with how to remain in compliance with Title IX rules and regulations, and offers important details in how employees and employers can better manage Title IX complaints should they arise. This complimentary breakfast presentation will feature attorneys [Mark Bresee](#), [Amy Estrada](#), and [Alyssa Ruiz De Esparza](#). Previous presentations in the series featured discussions regarding disability discrimination claims and maintaining diversity and equity in hiring.

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