



NANCY MAISANO
MAISANO MEDIATION LLC
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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. Other types of disputes mediated include: 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.

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 October – December 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, its contractors and citizens' civil rights complaints. 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.

PROFESSIONAL/DISPUTE RESOLUTION ACTIVITIES

ADR Roundtable

American Arbitration Association -- Certified Mediator

Mediate.com -- Certified Senior Mediator

National Academy of Distinguished Neutrals -- Certified Mediator

Rule 39.1 Mediation Panel -- Certified Mediator with the 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 chair

Washington Women Lawyers- Member

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

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, Advanced Mediation Practice, 2005, Mediating in the Red Zone, 2011, Tools for Mindful Awareness in Mediation, 2012, Malibu, CA

American Arbitration Association, Advanced Mediation Training, Seattle, 2011

NW ADR Conference, Washington Law School Foundation, Washington State Bar Association and Washington Mediation Association, Seattle, 2002-2013

American Bar Association ADR Section Conference, Seattle, 2002, 2008, NY, NY, 2009, San Francisco, 2010, Chicago, 2012, Miami, 2013

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

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

PUBLISHED ARTICLES

“Achieving Success in Mediation”

“Achieving the Three Elements of Fairness 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”

PRESENTATIONS

Hispanic National Bar Association Annual Convention, "ADR as a Career for Judges and Lawyers," Seattle
King County Bar Association Small Firm and Solo Practice Section CLE, "Practice Tips on Working with Mediators," Seattle
Bullivant Houser Bailey PC, "Obtaining Successful Results in Mediation," Portland, OR
The Seminar Group, "Mediation as a Cost-Saving Technique -- Tips for Success, Traps to Avoid," Seattle
Washington State Bar Association Labor and Employment Law Section Annual Employment CLE, "Best Practices for Successful Mediations," Seattle
American Arbitration Association, "Mind Your Mediation -- Mediation Advocacy Tips," Seattle
Riddell Williams, Employment and Labor Practice Group, EEOC Process and Mediation, Seattle
City of Seattle EEO Officers and ADA Compliance Managers, Conflict Resolution, Seattle
Davis Wright Tremaine, "A Conversation Among Employment Law Practitioners and ADR Professionals," Seattle
Washington State Association for Justice, "Strategies for Success in Mediation: 12 Tips from a Mediator," Seattle
Attorney General's Office of Washington, "Effective Advocacy in Mediation: A Mediator's Perspective," Seattle
Federal Executive Board ADR Consortium, "Hostile Work Environment/Workplace Harassment Training," Seattle
Davis Wright Tremaine Annual Employment Seminar, "Navigating Through the EEOC Process," Seattle
Washington State Bar Association Solo and Small Firm Section Meeting, "Strategies for Successful Mediations," Seattle
Washington State Trial Lawyers Association Litigation Basics Seminar, "Employment Discrimination Law and Administrative Process," Seattle
American Bar Association ADR Section Annual Conference, "A 360 Degree View of Employment Mediations," Seattle
Washington Employment Lawyers Association Annual Conference, "Strategies for Successful Mediations," Kirkland, WA
Washington Women Lawyers Annual Conference, "Women and the Art of Negotiating: The Practical Impact of Gender on Negotiation," Seattle
Perkins Coie Breakfast Seminar, "Behind the Scenes of the EEOC's Investigation and Mediation Processes," Seattle
Davis Wright Tremaine Annual Employment Seminar, "Mediation of Employment Disputes," Seattle
Washington Defense Trial Lawyers Association Employment Section, "Navigating Through the EEOC Process," Seattle
Oregon Trial Lawyers Association Employment Section Conference, "Effective Advocacy in Mediation -- Strategies for Success," Portland, OR