

**REBECCA GEORGE PONTIKES**

Pontikes Law LLC  
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**BAR ADMISSIONS:**

**Massachusetts**, December 1997  
**District of Massachusetts**, March 1999  
**Court of Appeals for the First Circuit**, June, 2011

**EDUCATION:**

**University of Michigan Law School**, Ann Arbor, Michigan  
Juris Doctor, May 1997  
Women Law Students Association, co-president 1994-1995  
*Michigan Journal of Gender and Law*, Editor

**Tufts University**, Medford, Massachusetts  
Bachelor of Arts, *magna cum laude*, Political Science, May 1994  
Dean's List and Dean's Prize  
Pi Sigma Alpha, Political Science Honor Society  
Golden Key Honor Society

**LAW FIRM HISTORY:**

Representing employment plaintiffs, with a focus on litigation and trial work, in state and federal court, before the Massachusetts Commission Against Discrimination, and if necessary, before state and federal courts of appeal:

- ◇ **Pontikes Law LLC, Boston, Massachusetts**  
*Founding Member*, 2011 to present
- ◇ **Pontikes & Swartz, LLC, Boston, Massachusetts**  
*Founding Member*, 2008 to 2011
- ◇ **Siegel, Wagner & Swartz, LLC, Boston, Massachusetts**  
*Of Counsel*, 2007-2008
  - Specialize in family responsibilities discrimination cases involving gender stereotyping of men and women:
    - Davis v. BAE (associational discrimination, gender stereotyping based on status as care-giving male)
    - Carlson v. CVS, Inc. (gender stereotyping based on fatherhood, FMLA retaliation)

- Gallo O'Connell v. University of Massachusetts (failure to hire because of motherhood stereotyping)
- Ayanna v. Dechert LLP (gender stereotyping based on fatherhood, FMLA retaliation, association discrimination)
  - This case was the first to directly allege that the discrimination took place through gender stereotyping
- Chedid v. Children's Hospital et al (gender stereotyping based on motherhood, retaliation)
- Represent victims of sexual harassment (both employment and education, Title IX),
  - Successful settlement on behalf of a female student sexually assaulted by the son of a host family while on a study abroad program
  - successful settlement of a retaliation claim by a teacher against a public school for reporting sexual harassment by male athletes in her classroom
  - Successful settlement of a sexual harassment case involving coerced sexual intercourse of a subordinate by her superior
  - Successful settlement of sexual harassment case by an associate against a partner in a Boston law firm
- Represent employees in all types of discrimination matters, wage claims, public accommodation, whistleblower retaliation claims, and common law claims (particularly defamation)
  - Rochat v. L.E.K. Consulting, LLC (sex discrimination case that was successfully appealed and brought to trial after being dismissed by the Superior Court)
    - Rochat v. L.E.K. Consulting, LLC, 83 Mass. App. Ct. 1108 (2013)
  - Costa v. Cornell's Irish Pub, et al, (bar tender fired after being told she was too old to be a bar tender)
  - Successful settlement of an age discrimination and defamation case by a professor against the University of Massachusetts, Lowell
  - Successful settlement of an age discrimination and defamation matter against an after-school program
  - Successful settlement of a wage claim against an employee of a start-up company that illegally deferred wages
- Advise employees in connection with non-competition and non-solicitation agreements, severance agreements, and general employment matters

**Pyle, Rome, Lichten Ehrenberg & Liss-Riordan**, Boston, Massachusetts  
*Associate*, 2004 to 2007

Exclusive representation of plaintiffs in employment matters, with a focus on litigation in discrimination, wage claims, public accommodation, and common law claims and advising in non-competition, severance agreement, and general

employment matters

- Lead counsel responsible for voluminous case load, including discovery, motion practice, trial preparation, trial and litigation strategy, mediation
  - Successful settlement of a claim under Title IX for a student who was raped by her host brother in a home where she was placed by a non-profit study abroad program
  - Successful settlement of a pregnancy discrimination case against a Boston area law firm
  - Successful settlement of a public accommodation case against a fast food chain for failure to accommodate a hard of hearing individual
- Lead counsel for administrative hearings, including before the MCAD, arbitration, and trials
  - Successful resolution of a failure to accommodate case after a seven day administrative hearing, including six figure monetary settlement and negotiating the employee's ability to buy into the state employee pension system
- Appeals before the Appeals and Supreme Judicial Court
  - *Mammone v. Harvard University*, 446 Mass. 657 (2006)

**Berluti & McLaughlin LLC**, Boston, Massachusetts

*Associate*, 2000 to 2004

Representation of employees and employers in employment matters (80% of total practice), with a focus for employees on litigation in discrimination and common law claims and advising and with a focus on advising and litigation for employers

**The Law Office of Judith E. Smith**, Cambridge, Massachusetts

*Associate*, 1998 to 2000

Representation of personal injury and of employment discrimination plaintiffs

#### **HONORS:**

- Selected as a Rising Star by SuperLawyers, 2005-2012
- Selected as a Top Woman of Law by Massachusetts Lawyer's Weekly, 2012
- Selected for Circle of Excellence by Massachusetts Lawyer's Weekly, 2017
- Selected as a SuperLawyer: 2013 - 2018
- Top 100 New England Super Lawyers, 2016-2018
- Top 100 Massachusetts Super Lawyers, 2014-2018
- Top 50 Women Massachusetts Super Lawyers, 2014-2018
- Top 50 Women New England Super Lawyers, 2014 -2018

#### **BAR ASSOCIATION MEMBERSHIPS:**

##### **Massachusetts Bar Association**

- Member, Labor & Employment Committee

##### **American Bar Association**

- Member, Labor & Employment Committee
- Member, Employment Rights & Responsibilities Committee (ERR)
- Co-chair, Disabilities & Leaves of Absences Subcommittee of the Employment Rights & Responsibilities Committee. This subcommittee updates the ERR on legal developments in statutory and regulatory protections for employees who have medical issues and/or need leaves of absence from work, including under the Americans with Disabilities Act and the Family and Medical Leave Act.

#### **National Employment Lawyer's Association**

- Member, Legislative Advocacy Group
- Member of organizing Committee for National Convention, 2014, 2015
- Co-Founder, Family Responsibilities Discrimination Section

#### **Massachusetts Chapter, National Employment Lawyer's Association**

- Member, Executive Committee, 2014 to present
- Member of organizing Committee for New England Regional NELA Conference, 2008 and 2011
- Co-Chair, Amicus Committee, 2014 to present
  - **Briefs co-authored or solely written on behalf of MELA:**
  - *Gyulakian v. Lexus of Watertown, Inc.*, 475 Mass. 290 (2016) (punitive damages award in sexual harassment should be against companies not individuals only)
  - *Flagg v. All-Med Inc.*, 466 Mass. 23 (2013) (association discrimination claim exists under Massachusetts law)
  - *Dahms v. Cognex*, 455 Mass. 190 (2009) (a jury instruction allowing evidence of a sexual harassment victim's previous behavior was erroneous)
  - *Marquez v. the Massachusetts Bay Transportation Authority*, 450 Mass. 327 (2008) (allowing an applicant to shift swap to observe his Sabbath as a religious accommodation was not an undue hardship)
  - *Trustees of Health and Hospitals v. MCAD*, 449 Mass. 675 (2007) (no need for comparators to prove discrimination)
- MELA representative to the Pregnant Workers' Fairness Act coalition, 2015-2016, a group of advocacy organizations lobbying for the passage of a Pregnant Workers' Fairness Act. The bill would amend the anti-discrimination statute so that employers are required to give accommodations to pregnant women, whether or not the woman has a disability
- MELA representative to the Equal Pay Coalition, 2015-2017, formed to lobby for the passage of a bill to amend the Equal Pay statute so that two positions held by employees of the opposite sex are compared solely based on whether they require comparable skill, effort, responsibility and working conditions and prohibiting retaliation for workers discussing their salaries.
- Organized joint MELA and WBA initiative to implement a Nursing Policy for lawyers in the federal court establishing a protocol for judges to follow to

accommodate lactating lawyers which resulted in the implementation of the Court's current policy:  
<http://www.mad.uscourts.gov/attorneys/pdf/060118%20USDC%20MA%20Policy%20-%20Nursing.pdf>

### **Women's Bar Association of Massachusetts:**

#### *Board Member, 2005-2017*

- Secretary (Executive Board Member), 2007
- Member of the Finance Committee
- Member of the Nominating Committee (chooses executive board members for the next year's leadership)
- Member of *ad hoc* committee to draft Best Practices policies for law firms to follow to enhance the advancement of women in the firm
- Member of *ad hoc* committee to review and comment upon Evidence guide being prepared by members of the judiciary and the bar
- Organized Women's Bar Association's endorsement of the Equal Rights Amendment
- Women's Bar Association liaison to MassGAP project—project involved recruitment of women and submission of their resumes for high level administrative positions in the Executive Branch to the Governor – elect for his consideration
- Board liaison to the Solo and Small Firm Committee

#### *Legislative Policy Committee, 1997 - present*

- One of the Women's Bar Association's representative to the Equal Pay Coalition, formed by the Women's Bar Association, the Massachusetts Commission on the Status of Women, and MassNOW to lobby for the passage of a bill to amend the Equal Pay statute so that two positions held by employees of the opposite sex are compared solely based on whether they require comparable skill, effort, responsibility and working conditions and prohibiting retaliation for workers discussing their salaries. In October, 2013, educated legislators at the Women's Bar Association's Equal Pay Lobby Day
- Women's Bar Association representative to the Pregnant Workers' Fairness Act coalition, a group of advocacy organizations which successfully lobbied for the passage of a Pregnant Workers' Fairness Act (PWFA). The bill amended the anti-discrimination statute so that employers are required to give accommodations to pregnant women, whether or not the woman has a disability. In this role, presented on the legal issues involved, and the need for PWFA, to the Massachusetts Legislature's Committee on Labor & Workforce Development and at a legislative briefing and testified in support of the bill before the Committee on Labor & Workforce Development in 2015 and 2017
- Women's Bar Association's liaison to the coalition that lobbied for passage of a Domestic Workers' Bill of Rights which was signed into law on July 2, 2014

- Women's Bar Association liaison to coalition lobbying to pass a bill to extend the statute of limitations to file a discrimination claim which became law in 2002

*Solo and Small Firm Committee, Co-Chair, 2002 - 2012*

- Design of Fee Circles program designed to assist women attorneys determine appropriate service pricing. This series received the 2011 Outstanding Member Program Award from the National Conference of Women's Bar Associations
- Responsible for growth of committee membership to approximately 40 members
- Organize presentations to educate committee members
- Create networking opportunities for committee members

**American Association for Justice**  
**Massachusetts Academy of Trial Attorneys**  
**National Conference of Women's Bar Associations**

#### **COMMUNITY ACTIVITIES:**

**Massachusetts Continuing Legal Education, (<https://www.mcle.org>) Board Member, 2017 to present**

- nonprofit corporation provider of hands-on comprehensive and practical continuing legal education programs and reference materials focusing on applied law.
- Curriculum, Content Delivery and Operations Committee member

**International Action Network for Gender Equity Under Law (IANGEL) ([www.iangel.org](http://www.iangel.org))**

*Director, 2014-2017*

- organization matches lawyers and law firms from around the world with organizations working for justice for women around the world. The lawyers donate their time and their skills as writers, thinkers, and advocates to work on pro bono projects for non-profit or financially needy organizations working to advance gender equity and reduce discrimination.

**Pregnancy Accommodation Working Group ([www.worklifelaw.org](http://www.worklifelaw.org))**

*Member, 2012-2014*

- Founded by Joan C. Williams, Distinguished Professor and Founding Director of the Center for WorkLife Law at the University of California Hastings College of the Law, the Working Group on Pregnancy Accommodation is composed of employment attorneys, social scientists, and physicians. The group developed strategies to gain new rights for pregnant women by developing the new legal theories articulated by Williams. The group has also developed models for doctors' notes to employers, given Williams' finding that pregnant women often get fired because the way doctors write their notes ordering workplace restrictions. The group has developed a website, [www.pregnantatwork.org](http://www.pregnantatwork.org), that

provides tools and educational materials for pregnant women, healthcare professionals, and attorneys about accommodating pregnant women at work.

**Deana's Fund (<http://www.deanaseducationaltheater.org>)**

*Board Member, 2001-2004*

- Responsible for fundraising, public relations, and organizational development of Deanna's Fund, an organization devoted to educating against dating violence through educational theater

**Greater Boston Chapter of the National Organization for Women (<http://bostonnow.org>)**

*Vice President for Public Relations, Board Member, 2000-2001*

- Coordinate and write press releases for programs and actions
- Alert various media outlets about programs, fundraisers, or actions
- Coordinate and plan events with other task force chairs;
- Redesigned the website
- Publishing the newsletter

*Political Action Committee Member and Treasurer, 1998-2002*

- Meet and interview candidates seeking NOW's endorsement in local elections
- Participate in the campaigns of candidates chosen for endorsement
- Maintain PAC finances and file annual reports with the Massachusetts Office of Campaign and Political Finance

**Women's Bar Foundation ([www.womensbar.org](http://www.womensbar.org))**

*Volunteer attorney, 1997-2003*

- Pro bono representation of women in abusive relationships who sought to dissolve the relationship

**Legal Advocacy and Resource Center, Legal Information Hotline (<http://www.larcma.org>)**

*Volunteer attorney, 2001- 2016*

- Volunteer attorney taking questions from the public about employment problems

**PUBLICATIONS:**

Co-Author with Liz Friedman, "Congratulations to Peggy Young, But Pregnant Women Need Stronger Protections," April 1<sup>st</sup>, 2015. Available at: <http://www.todayworkplace.org/2015/04/01/congratulations-to-peggy-young-but-pregnant-women-need-stronger-protections/>

Co-Author with Lydia Edwards, "Ending The Myths About The Domestic Workers' Bill Of Rights," Massachusetts Lawyer's Journal, February 2015. Available at: <http://www.massbar.org/publications/lawyers-journal/2015/february/ending-the-myths-about-the-domestic-workers%E2%80%9999-bill-of-rights>

“The Lilly Ledbetter Fair Pay Act Took Us Back to the Status Quo: Gender Discrimination Lives On with the Gender Pay Gap” Workplace Fairness Blog June 25<sup>th</sup>, 2013. Available at: <http://www.todayworkplace.org/2013/06/25/the-lilly-ledbetter-fair-pay-act-took-us-back-to-the-status-quo-gender-discrimination-lives-on-with-the-gender-pay-gap/>

“Discrimination Law Update,” Employment Case Law, Legislative Developments & Trends Update 2013, Massachusetts Continuing Legal Education Seminar Materials, March, 2013.

“The Lilly Ledbetter Fair Pay Act: Back to the Status Quo, But Now What?,” Women’s Bar Association of Massachusetts, Women’s Bar Review, Summer, 2012.

“The Lilly Ledbetter Fair Pay Act of 2009: Returning the Law to Reality (But There Is Still a Long Way to Go),” Massachusetts Continuing Legal Education 14<sup>th</sup> Annual Labor & Employment Law Conference, Panel Materials, December, 2011.

“Advising Claimants,” Understanding & Advising on Unemployment Compensation, Massachusetts Continuing Legal Education Seminar Materials, 2009.

“Family Responsibilities Discrimination: The Final Barrier to Women’s Equality in the Workplace,” Massachusetts Bar Association Labor and Employment Law Section Review, Vol. II, No. 2, 2009.

“Family Responsibilities Discrimination, FMLA, and ADA Association Discrimination,” ADA, G.L. c. 151B, FMLA and Worker’s Compensation in Massachusetts, Massachusetts Continuing Legal Education Seminar Materials, March, 2008.

“Defamation In Employment,” Wrongful Termination in Employment, Massachusetts Continuing Legal Education Seminar Materials, July, 2008.

“Defamation In Employment,” Wrongful Termination of Employees at Will, Massachusetts Continuing Legal Education Seminar Materials, June, 2007.

“Selected Cases Concerning Workplace Harassment, Gender Discrimination, Religious Discrimination, and Procedural Issues,” Conference Materials for Massachusetts Bar Association 27<sup>th</sup> Annual Labor and Employment Law Spring Conference, June, 2006.

## **PRESENTATIONS:**

### **Work Life Law Attorney Network, Litigating Discrimination through Stereotyping, March 12, 2019**

- Explain different methods for using discovery to uncover the use of stereotypes in employment decisions and how to frame and present the evidence at trial

### **ABA Labor & Employment Annual Conference, Confronting Non-Responsive Discovery, November, 2018**



- Presented the plaintiff's perspective on responding to objections, withheld discovery, and abusive deposition behavior

**Massachusetts Continuing Legal Education, Substance Use and Abuse in the Workplace, October, 2018**

- Gave general overview of employee privacy and the legal limits of monitoring off duty conduct and how the law on privacy and off duty conduct intersects with an employer's desire to investigate use of illegal substances in the workplace, including searching social media and random drug tests

**Women's Bar Association, Annual Litigation Conference, moderator, How Judges and Others Can Increase Women's Courtroom Participation, June 2018**

- Moderated a panel of judges discussing best practices for giving junior attorneys the opportunity to participate in court

**National Employment Lawyers' Association, Annual Conference, moderator, Why is Summary Judgment Still A Problem?, June, 2018**

- Moderated a panel exploring best practices for successfully opposing summary judgment, including explanation of insights from data on judges in District of Georgia and confronting implicit judicial biases

**Massachusetts Continuing Legal Education, Employee Leave and Accommodations Law in Massachusetts, April, 2018**

- Presented the requirements of ADAAA for accommodation of workers, focusing on the requirements for pregnant women and the changes the Pregnant Workers' Fairness Act bring to Massachusetts and particular issues involved in accommodating workers with mental health disabilities
- Explained the differences between leave for pregnant women under federal law versus the new Pregnant Workers' Fairness Act
- Presented the requirements of the Massachusetts Domestic Violence Leave Law
- Presented on the interplay among all leave laws in Massachusetts

**Massachusetts Defense Lawyers' Association, Pregnant Workers' Fairness Act Brown Bag Lunch, March, 2018**

- Presented the requirements of the new Pregnant Workers' Fairness Act and best practices for compliance. Also reviewed common issues that arise for employees of which employers should be aware

**Massachusetts Employment Lawyers' Association, Pregnant Workers' Fairness Act Overview, November, 2017**

- Presented the requirements of the new Pregnant Workers' Fairness Act and best practices plaintiffs' employment lawyers in handling cases

**Massachusetts Continuing Legal Education, Pregnant Workers' Fairness Act, First Look, September, 2017**

- Presented the requirements of the new Pregnant Workers' Fairness Act and best

practices for compliance. Also reviewed common issues that arise for employees of which employers should be aware

**Massachusetts Bar Association, Implicit Bias in the Workplace, May, 2017**

- Presented on litigating issues of implicit bias in court from the employee's perspective as part of the Massachusetts Bar Association's spotlight on implicit bias

**Equal Pay Coalition, Employees' Rights Under the Amendments to the Massachusetts Equal Pay Act, May, 2017**

- Presented at an educational panel on the rights of employees under the amendments to the Massachusetts Equal Pay Act. The presentation was sponsored by the Equal Pay Coalition to both employees and businesses to educate them on the requirements under the new law

**Women's Bar Association, Women's Advocacy Summit, Workplace Discrimination March, 2017**

- Moderated a panel discussing workplace discrimination and methods to combat it in anticipation of reduced government enforcement during the Trump administration

**Massachusetts Continuing Legal Education, Trial Preparation Skills, July, 2015 June, 2016, 2017, 2018, and 2019**

- Presented trial preparation tips and advice, including using the Joint Pretrial Memorandum to create a positive first impression with the court, using motions in limine as tools for effective advocacy, use of voir dire questions during jury Selection, effective witness presentation, handling documents at trial, and use of demonstrative evidence effectively

**American Bar Association, Employment Rights & Responsibilities Committee, Big Data and Wearable Technology in the Workplace: If the Fit Bit Fits, Wear It, March, 2016**

- Moderator for a panel covering the legal considerations of discrimination and privacy for employers and employees when employers offer wellness programs administered by third parties to their workers

**Beyond Just Talk (<http://www.slyoung.com/bjt-radio.html>), Guest Speaker, October, 2015 and April, 2017**

- Guest speaker on radio show to discuss workplace bullying and employee rights when they are being bullied without a clear connection to discrimination or other illegal behavior

**National Employment Lawyers' Association, June, 2014 and 2015**

- 2015: Moderated panel with two other members discussing innovative ways to oppose summary judgment motions brought in employment discrimination cases

- 2014: Panelist with Professor Williams providing tips, tools and strategies for practitioners to use when working with pregnancy clients who are seeking accommodations because of conditions related to their pregnancy and providing discovery tools, such as deposition topics and questions, interrogatories, and document requests, for use in ADA pregnancy accommodation.

**Massachusetts Continuing Legal Education, Leave & Accommodations Law Demystified, January, 2015**

- Presented the developing case law related to the protection of pregnant women and their temporary medical conditions under the Americans with Disabilities Act and best practices to address temporary medical conditions related to pregnancy.

**Boston Bar Association, Contending with Ebola in the Workplace, December, 2014**

- Presented on employee rights in the context of concerns with pandemic diseases, particularly the Ebola scare from 2014

**tenBroeck Conference, National Federation for the Blind, April, 2014**

- Presented on the rights pregnant women have to accommodation under the ADAAA, Pregnancy Discrimination Act, FMLA, and related employment claims, the existing caselaw, a model complaint and necessary elements, advise employees of their rights and employers of their obligations and share resources developed by the Pregnancy Accommodation Working Group, including sample doctor's notes

**Massachusetts Employment Lawyers' Association, March 2014**

- Presented the developing case law related to the protection of pregnant women and their temporary medical conditions under the Americans with Disabilities Act and best practices to address temporary medical conditions related to pregnancy.

**Massachusetts Continuing Legal Education, Leave & Accommodations Law Demystified, February, 2014**

- Presented the developing case law related to the protection of pregnant women and their temporary medical conditions under the Americans with Disabilities Act and best practices to address temporary medical conditions related to pregnancy.

**Equal Pay Lobby Day, Women's Bar Association and Caucus of Women Legislators, October, 2013**

- Presentation to lawyers, legislators, and aides on the importance of passing an amendment to the Massachusetts Equal Pay Act that would define "comparable" positions between men and women as being based solely on the skill, responsibility, effort, and working conditions of the job.

**Dorchester House, September 2013**

- Presented to a group of doctors about the rights of pregnant women to be accommodated at work and the potentially harmful results of the most common language used in doctors' notes to attempt to get employers to accommodate

pregnant women.

**National Bar Association, Women Lawyer's Division, July, 2013**

- Presented on the state of African American women lawyers in law firms after the passage of the Ledbetter Fair Pay Act of 2009.

**Harvard University, April, 2013, Guest Lecturer**

- General overview of employment discrimination in the twenty-first century

**Employment Case Law, Legislative Developments & Trends Update, 2013, Boston, MA, March 28, 2013**

- Overview of the latest developments in employment law, including family responsibilities discrimination, and discussion about emerging trends in employment law.

**Men, Work and Gender, Representing Male FRD Plaintiffs December, 2012**

- Panelist discussing signs of gender stereotyping against men who are caregivers, how to develop evidence of male gender stereotyping, and how to write a complaint about male gender stereotyping.

**Wellesley College, October, 2012, panelist**

- Presented on the employment law implications of modeling internships

**Massachusetts Continuing Legal Education, 14th Labor and Employment Law Conference, The Lily Ledbetter Fair Pay Act of 2009: Returning the Law to Reality (But There Is Still A Long Way to Go), Boston, MA, December 9, 2011**

- Presented on the current state of the law on equal pay, status of women's earnings, particularly mothers' earnings, in comparison to men's and fathers', and solutions for employers.

**Boston College School of Nursing, Guest Lecturer, 2010, 2011, 2013, 2015, 2018, 2019**

- Teach nursing students about employment contract provisions of which new nurses should be aware, including non-competition agreements, for cause termination, at will employment, arbitration agreements, and non-disclosure agreements.
- Teach nursing students about the rights of whistleblowers in the health care workplace, sexual harassment, and equal pay

**University of Michigan Law School, Guest Lecturer, October, 2009,**

- Taught two day class on family responsibilities discrimination

**Lawcast interview, October, 2009**

- General overview of family responsibilities discrimination

**Massachusetts Continuing Legal Education, Understanding and Advising on**

**Unemployment Compensation, Boston, MA June, 2009**

- Panelist presenting on the plaintiff's perspective of unemployment compensation

**Massachusetts Continuing Legal Education, Wrongful Termination of Employees at Will, Boston, MA, July, 2008**

- Panelist presenting the law of defamation in employment at a continuing legal education seminar sponsored by Massachusetts Continuing Legal Education
- Panelist presenting about family responsibilities discrimination

**Massachusetts Bar Association, 29th Employment Law Conference, Boston, MA, 2008**

- Presented update on the law concerning sexual harassment & family responsibilities discrimination

**National Employment Lawyers' Association, Regional Conference, Family Responsibilities Discrimination: The Final Barrier to Women's Equality In the Workplace, Boston, MA May, 2008**

- Co-presenter explaining fact patterns that show family responsibilities discrimination and the laws which offer care-givers protection

**Massachusetts Continuing Legal Education, Where c. 151B, Workers' Comp and Federal Laws Clash, Boston, MA March 3, 2008**

- Panelist presenting about the Family and Medical Leave Act and its intersection with state and federal disability laws and worker's compensation laws

**Massachusetts Continuing Legal Education, Wrongful Termination of Employees at Will, Boston, MA, June 15, 2007**

- Panelist presenting the law of defamation in employment

**Massachusetts Continuing Legal Education, 9th Annual Employment Law Conference, Boston, MA, December 1, 2006**

- Co-presenter at a workshop designed to explore techniques for investigating allegations of wrongdoing, particularly harassment, in the workplace

**Handling Emotions in Legal Practice, Women's Bar Association Presentation, Waltham, MA, October 25, 2006**

- Panelist discussing strategies for reacting to and addressing the needs of clients whose cases are charged with emotion
- Presented practical ways to keep boundaries with emotionally needy clients

**27th Annual Massachusetts Bar Association Labor & Employment Law Spring Conference, Boston, MA, June 15, 2006**

- Panelist discussing recent developments in employment discrimination law in the areas of religion, gender, harassment, sexual orientation, and other procedural issues

**National Employment Lawyer's Association, Succeeding in the New Millennium: Practical Advice for Your Plaintiff's Employment Practice, Boston, MA, May 19-20, 2006**

- Moderator of Panel "What Mountain to Die On" for group of approximately 30 plaintiff's employment attorneys concerning negotiating and drafting key terms in severance agreements, non-compete agreements, and other post-employment agreements

**And Baby Makes...Maternity Leave! Women's Bar Association Presentation, Boston, MA, November 2, 2005**

- Panelist for group of solo and small firm lawyers, focusing on women's legal rights to maternity leave, issues to consider in requesting maternity leave, factors affecting maternity leave, and how different size law firms affect maternity leave offerings

**Sterling Education Seminar, Boston, MA September 23, 2003**

- Focus on practical strategies for human resources personnel to terminate employees legally
- Emphasis on traps for the unwary, explanation of unemployment benefits, avoiding whistle blower, discrimination, and retaliation claims

**ABA/Massachusetts Continuing Legal Education Employment Basics Seminar, Boston, MA, November 6, 2003**

- Overview of basic employment law principles for practitioners looking to begin practicing in employment
- Litigation and trial strategies
- Practical advice for human resources personnel

**Wednesday Is Networking Day Networking Organization ("WIND"), Speaker, Greater Boston Metro Area, 2002-2005**

- WIND is a weekly forum for professionals in job transition, serving more than 11,000 professionals in Massachusetts, New Hampshire, and Rhode Island. Weekly meetings offer speakers geared toward job-search training and skills building