



Thursday, June 23, 2016

Sue Ann VanDermyden



Sue Ann VanDermyden is a licensed California Attorney, Private Investigator and certified EEOC Investigator who has handled hundreds of workplace investigations on all types of employment matters.

She regularly handles investigations that are complex and sensitive, and those that involve executives or high-level officials. Sue Ann is experienced in conducting Internal Affairs investigations, and those involving the Public Safety Officers Procedural Bill of Rights Act and the Firefighters Procedural Bill of Rights. Sue Ann is experienced in testifying during administrative and judicial proceedings relating to her own investigations and as an expert witness on the adequacy of the investigation.

Sue Ann is also an experienced investigator in Title IX sexual assault claims, and a founding member of T9 Mastered, a training firm for Title IX investigations.

Sue Ann's commitment to and passion for improving the quality of investigations extends beyond her team of nine attorneys. She has served on the Board of Directors for the Association of Workplace Investigators since 2009, and currently serves as the Board President. She currently serves as Senior Faculty for AWI's Training Institute.

Since 2013, Sue Ann has been the co-chair of the Workplace Investigations Sub-Committee of the Employee Rights and Responsibilities section of the American Bar Association. Sue Ann also served as a member of the Investigations Standards Technical Committee of ASIS International, which prepared and published standards and guidelines for workplace investigations in 2015. Since 2006, Sue Ann has remained an active member in the Anthony M. Kennedy Inn of Court.

Sue Ann was listed in Northern California Super Lawyers in consecutive years from 2010 to 2015. In 2015, Sue Ann was elected as a Fellow to the College of Labor and Employment

Lawyers. Election as a Fellow is the highest recognition by one's colleagues of sustained outstanding performance in the profession, exemplifying integrity, dedication and excellence.

Sue Ann was a partner at Hanson Bridgett Marcus Vlahos & Rudy before founding her own firm in 2006. In 2010, she and Deborah Maddux merged their two firms, now known as Van Dermyden Maddux Law Corporation.

Sue Ann grew up on a fifth-generation farm in North Dakota and graduated from Wahpeton High School in 1983. She moved to California and attended California State University, Chico, where she earned a Bachelor's Degree in Political Science and a minor in Business Administration in 1990. She attended the University of the Pacific, McGeorge and received her Juris Doctorate in 1993.

Seminar Description

Achieving Excellence in Conducting Investigations

This one-day conference will cover the lifespan of a workplace audit investigation. Using an engaging and interactive style, attorney Sue Ann Van Dermyden will walk through a step-by-step approach to conducting an audit investigation. Using case examples and practical exercises, attendees will leave with tools and confidence to conduct a prompt, impartial and thorough investigation. The conference finishes with a unique and in-depth session on preparing a report that will not only withstand scrutiny, but also provide the decision-makers with a tool to make an informed business decision.

The curriculum will cover the following topics:

- Understanding the purpose of an investigation, and its use in the lifespan of a complaint through a business decision and possible litigation
- Understanding the role of the impartial investigator, including a special bias section
- Assessing the complaint in the intake process to right-size the investigative process
- Planning the investigation to ensure a thorough process that will demonstrate a good faith methodology
- Identifying and collecting relevant evidence
- Conducting witness interviews, including interviewing techniques, scripting admonitions, handling representatives, memorializing interviews
- Writing a rock-solid report, including writing tips, with a special emphasis on factual determinations and a credibility analysis
- Concluding the investigation with post investigation processes