



CURRICULUM VITAE

Stephanie Davis, Esq., SPHR, SHRM-SCP
President/Shareholder

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EDUCATION

J.D., University of Oregon, May 1995

Oregon Law Review; American Jurisprudence Award in Constitutional Law

B.S., Barnard College, May 1989

Bachelor of Science in Political Science with minors in History and English; Dean's List; Senior Thesis Honors

PROFESSIONAL EXPERIENCE

MANAGEMENT

Employment Practices Solutions, Inc.

President (2010 – present)

- Oversee corporate staff, nationwide group of consultants, and all company operations.
- Continued service provision as outlined below under Consulting.

CONSULTING

Employment Practices Solutions, Inc., New York/New Jersey

Owner (2008 – present), Senior Consultant (2006 – 2010), Consultant (2000 – 2006)

- Nationwide training, consultation, investigations, and expert testimony in various contexts including employment, education, places of worship, and meeting conferences.
- Design and lead executive, management, and employee level training programs on a broad range of topics including preventing harassment, addressing workplace discrimination, promoting respect, handling complaints and investigations, management skills, and diversity, equity, and inclusion.
- Workplace and Title IX investigations into internal complaints of inappropriate behavior.
- Featured speaker at private compliance meetings and conferences open to the general public.
- Expert witness on best employment practices.

LEGAL

Outten & Golden, LLP

Part-time Associate (2000)

- Research and writing on various legal issues related to employment.

Goodman & Zuchlewski, LLP

Associate (1998 – 2000)

- Comprehensive experience at plaintiff's firm devoted exclusively to employment matters.
- Conducted depositions, interviewed potential clients and witnesses, drafted litigation documents, participated in mediation sessions.

Raff & Becker, LLP, New York, NY

Associate (1996 – 1998)

- Client consultations and representation with respect to labor/employment disputes.
- Drafted memoranda and arbitration awards on employment, labor, and other civil rights issues.
- Organized and facilitated monthly employment clinic through the National Organization for Women.
- Oversaw discovery in national civil rights class action, including vetting and questioning witnesses at trial.

Oregon Department of Justice, Eugene, OR

Law Clerk, Family Law Section (1994 – 1995)

Allred Maroko & Goldberg, Los Angeles, CA

Law Clerk (1994)

Jaqua & Wheatley, Eugene, OR

Law Clerk (1993 – 1994)

Robinson Silverman ET AL, New York, NY

Litigation Paralegal (1989 – 1992)

LICENSES/CERTIFICATIONS

Licensed attorney in the States of New York (1996) and New Jersey (1998)

Senior Professional in Human Resources (SPHR) since 2003, awarded by the Human Resource Certification Institute (HRCI)

Certified by the Society for Human Resources Management (SHRM) as SHRM-SCP ("SHRM Senior Certified Professional) since 2015

NACUA Certified Title IX Coordinator/Investigator

PUBLICATIONS/PRESENTATIONS

Panelist, EPS RealSolutions© Podcast, The Next Best Thing to Being There: Virtual Investigations in the COVID Era, March 3, 2021

Panelist, EPS RealSolutions© Podcast, Diversity and Inclusion in the "New Normal": A Conversation, June 1, 2020

Panelist, EPS RealSolutions© Podcast, "From Diversity to Inclusion: Breaking Down Barriers on the Path to [Un]Common Ground," November 19, 2019

Presenter, Risk360, The Meeting and Event Planners Risk Management Conference, "How to Design an Effective Meeting Code of Conduct," November 14, 2019

Panelist, EPS RealSolutions© Podcast, “#METOO, Sexual Harassment, and How to be an Effective Bystander,” October 2018

Discussion Leader, Sexual Harassment in the Workplace, The Chamber of Commerce for Greater Philadelphia, March 27, 2018

Panelist, EPS RealSolutions© Podcast, “Can I Even Tell a Co-Worker They Look Nice Anymore? 10 Pressing Questions About Sexual Harassment,” January 2018

Presenter, EPS Webcast, “An Employer’s Roadmap for Navigating This Cultural Moment,” January 2018

Panelist, EPS RealSolutions© Podcast, “Workplace Training: 5 Pitfalls to Avoid,” October 2017

Panelist, EPS RealSolutions© Podcast, “Workplace Investigations: 5 Pitfalls to Avoid,” October 2017

Author of Article, “Managing a Remote Team? Lessons from EPS’s Move to Virtual Offices,” Employment Practices Solutions Newsletter, October 2016

Panelist, EPS RealSolutions© Podcast, “Managing a Remote Team? Lessons from EPS’s Move to Virtual Offices,” October 2016

Panelist, EPS RealSolutions© Podcast, “Workplace Complaint Investigations Roundtable,” November 2015

Panelist, EPS RealSolutions© Podcast, “Maximum Impact Training Initiatives: Why, What, When Who and How,” May 2015

Author of Article, “Weight Discrimination in the Workplace,” Employment Practices Solutions Newsletter, August 2009

Author of Article, “It’s Not Over ‘Til It’s Over: Navigating the Aftermath of a Workplace Investigation,” Employment Practices Solutions Newsletter, October 2007

Author of Article, “When is Enough, Enough? Applying California’s Recent Regulations on Mandatory Training,” Employment Practices Solutions Newsletter, December 2006

Author of Article, “All Work and No Play: How Much Should Employers Control Love Lives?” Employment Practices Solutions Newsletter, October 2005

Co-Author, “Workforce Strategies in a Down Economy,” Aspen Publishing 2003

Co-Author of Article, “Call Your Next Witness: The HR Professional on the Witness Stand,” Employment Practices Solutions Newsletter, April 2003

Author of Article, “Workplace Violence: Not Your Problem? Think Again,” Employment Practices Solutions Newsletter, July 2001

Presenter, “Best Practices in Compliance Investigations,” numerous dates and venues from 2003-present

ADDITIONAL PUBLICATIONS AND MEDIA CITATIONS

Interviewed on IAMCEO podcast, publication date April 6, 2020

Quoted in Dentist’s Money Digest, “Interactive Training Helps Avoid Sexual Harassment Claims,” March 22, 2018

Quoted in *Workforce Management* Online’s article “Workplace Regulations Provide Relief to Pregnant Women and Breastfeeding Moms” 2011

EXPERT WITNESS DESIGNATIONS

Zoraya Paluge v. Greenburgh School District and Barry Kerster, UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK (CIV. 02-4141)

Sharon Simmons v. Hampton University, UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF VIRGINIA (Case No. 4:13cv67)

Gregory C. Mosher and Venice LLC v. Specialty Insurance Group, Inc., Everest Re Group, Ltd, and Everest Global Services, Inc., SUPERIOR COURT OF NEW JERSEY, LAW DIVISION CAMDEN COUNTY, Case No. CAM-L-00978-18

Andrew Abts v. Mercy Health and Mercy Hospital Jefferson, UNITED STATES DISTRICT COURT, EASTERN DISTRICT OF MISSOURI, EASTERN DIVISION, Case No. 4-19-cv-02768