



Carl C. Larson
Senior Associate

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Carl has handled complex and sensitive investigations involving diverse sets of allegations. He regularly investigates claims of discrimination, harassment, retaliation, ethical and policy violations, workplace accidents/violence, and concerns specific to public safety contexts. His investigations in both the public and private sectors have involved complex and sensitive allegations against line-level employees, management, and chief/senior executives and officials.

From small tech start-ups to large public agencies, Carl employs a thoughtful, flexible and highly adaptive approach to each case. Carl's experience spans across many industries including agriculture, building trades, education, energy, environment, government, high-tech, investment, legal, manufacturing, medical, public safety, recreation, and utilities. He holds a certificate from the Association of Workplace Investigators Training Institute.

Prior to joining Van Dermymden Makus, Carl represented public and private labor unions in investigative and administrative proceedings, civil litigation, grievances, and other labor relations matters. In that role, he specialized in representing public safety personnel in internal affairs investigations and fact-findings. He is therefore well versed in the Public Safety Officers' and Firefighters' Procedural Bill of Rights Acts. Carl also has prior experience defending employers in litigation involving complaints of discrimination, harassment, and wage and hour claims. Additionally, Carl investigated and prosecuted civil rights complaints as a Civil Rights Fellow at the California Department of Fair Employment and Housing.

Originally a Bay Area native from Vallejo, Carl graduated from University of California Davis School of Law where he focused his studies on labor and employment law. He also served on the Trial Practice Honors Board and was an editor on three law journals. Prior to law school, Carl graduated summa cum laude from California State University, Sacramento.

Professional Organizations, Community Involvement and Training

- Juris Doctor, University of California Davis School of Law, 2014
 - Executive Editor, Business Law Journal
 - Editor, Environs
 - Editor, International Law and Policy Journal
 - Trial Practice Honors Board
- Bachelor of Science, Business Administration, 2008
 - Summa cum laude
 - Beta Gamma Sigma Honor Society
 - Eight-time Dean's Honor List recipient
- AWI Accredited Certificate, AWI Institute
- State Bar of California, Member