



## Nikki Hall

*Managing Partner, Bay Area*

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Nikki Hall joined Van Dermyden Makus Law Corporation in 2016, as the Managing Partner of the firm's Bay Area office. Nikki has specialized in employment law since 1996. Her practice primarily focuses on conducting independent workplace investigations. She also acts as an expert witness in evaluating workplace investigations, advises clients on employment-related matters, and leads trainings on investigations and state and federal anti-discrimination, harassment and retaliation laws.

Nikki has personally handled more than 200 workplace investigations, the majority involving allegations of misconduct against high-ranking employees, elected officials, and all ranks of law enforcement and fire department personnel. Having conducted and overseen hundreds of investigations for public sector employers, Nikki is well versed in the Public Safety Officers Procedural Bill of Rights Act and the Firefighters Procedural Bill of Rights, as well as the Weingarten rights afforded to public employees. She is co-author of the book, "Conducting Effective Personnel Investigations, A Manual for Public Sector Managers" (Public Law Group Press, 3rd edition 2013).

Nikki is regularly called upon to investigate high profile matters, such as complaints of harassment, discrimination, retaliation and other misconduct alleged against elected officials and high-ranking employees, as well as charges of excessive use of force and other alleged misconduct by law enforcement and fire department personnel.

Nikki spent the first nine years of her legal career litigating employment discrimination, harassment and retaliation cases on behalf of employees. She spent the next ten years at a law firm representing public sector and non-profit employers. Nikki headed the firm's investigations practice, regularly conducted training on anti-discrimination laws and provided advice to employers on a full range of personnel matters, with an emphasis on employer obligations under the California Fair Employment and Housing Act, Title VII of the Federal Civil Rights Act, the Family Medical Leave Act, California Family Rights Act and Americans with Disabilities Act.

## Professional Organizations, Community Involvement and Training

- Juris Doctor, University of San Francisco School of Law
  - American Jurisprudence Award, Legal Research and Writing
- Bachelor of Arts, Sociology, University of California Santa Barbara
  - Graduated with High Honors
  - Academic Excellence Award
  - Seven-time Dean's Honor list recipient
- Member, State Bar of California (admitted December 1996)
- Member, California Employment Lawyers Association
- Member, Association of Workplace Investigators
- Certified Title IX Investigator