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Traci Park exclusively advises and assists employers and management in labor and employment law and civil rights litigation. Her wide-ranging practice includes representing clients in FEHA, Title VII, wrongful termination, employee compensation, and civil rights matters. Traci has extensive trial and appellate experience, and she regularly handles grievance arbitrations, disciplinary appeals, administrative hearings, and agency investigations.

Traci also has a significant counseling practice, which includes drafting employment policies, performing employment law compliance audits, and advising on employee discipline, performance management, and due process issues. Traci is a member of the Association of Workplace Investigators and frequently serves as a personnel investigator and neutral fact-finder.

Traci regularly advises employers about issues and policies related to cyber-security, social media, and on-line conduct of employees and elected officials, and she regularly writes for the *California Lawyer Magazine* Social Media Column. She contributes to a number of treatises, including the 2010-2018 editions of *Legal Trends* and the 2001-2007 editions of *The California Employer*. Traci recently authored articles on use of social media by police, social media policies for public entities, defining on-line threats, social media and the First Amendment, and litigating sexual harassment in the #MeToo environment.

Traci is an experienced trainer who has conducted hundreds of seminars on all aspects of employment law and civil litigation. Her recent presentations include Facebook and the First Amendment, hacking and cyber-misconduct, privacy and privilege in litigation, harassment prevention, social media in the workplace, managing difficult employees, HR boot camp for managers, workplace hazing, bullying and violence, administering protected leaves of absence, strategies to prevent lawsuits arising from terminations, disability discrimination, conducting lawful workplace investigations, and effective discipline and workplace documentation.

Traci regularly conducts employment law training for members of the California Joint Powers Insurance Authority. She has recently presented for the California State Bar and the PARMA, IPMA-HR International, CalPELRA, CSDA and League of California Cities conferences, among others.

Traci likes surfing, Facebook, and the Los Angeles Chargers.

Presentations

- ▶ Communications and Civic Engagement (Irvine), League of California Cities 2019 New Mayors and Council Members Academy, Irvine Marriott, January 31, 2019
- ▶ Communications and Civic Engagement (Sacramento), League of California Cities 2019 New Mayors and Council Members Academy, Hyatt Regency Sacramento, January 17, 2019
- ▶ #NotYouToo: Advanced Harassment Prevention Training For HR Professionals And Managers, 2018 CALPELRA Annual Conference, Monterey Conference Center, December 7, 2018
- ▶ Harassment Prevention Training, CSDA Annual Conference & Exhibitor Showcase, September 26, 2018
- ▶ Beyond the Basics: Advanced Harassment Prevention Training, CSDA Annual Conference & Exhibitor Showcase, September 25, 2018
- ▶ Don't be Blinded by the Sun: Social Media in the Public Sector, 2018 IPMA-HR International Training Conference & Expo, Phoenix, AZ, September 24, 2018
- ▶ Think Before You Tweet: Social Media Basics for Local Government Officials, Webinar, November 14, 2017
- ▶ Not Your Average Harassment Training, Webinar, October 25, 2017
- ▶ Sexual Harassment Prevention Training, CSDA Annual Conference , September 27, 2017
- ▶ Preventing Workplace Harassment, Discrimination, and Retaliation for Elected Officials, 2017 League of California Cities Annual Conference, September 14, 2017
- ▶ Power of the Pen: How Leaders Create Effective Documentation in the Workplace, CSDA 2017 Leadership Summit, June 2017
- ▶ Required Harassment Prevention for Staff/Board, CSDA Webinar, June 6, 2017
- ▶ When the Chips are Down: Learning from the HR Headlines, IPMA-HR Annual Training Conference, April 2017
- ▶ Managing Social Media in the Public Workplace, SCPMA-HR Conference, March 2017
- ▶ Power of the Pen, SCPLRC Annual Conference, February 2017
- ▶ Communications and the New Media , League of California Cities New Mayors and Council Members Academy, Hyatt Regency Sacramento, January 19, 2017
- ▶ Managing the Virtual Playground: What Every HR Professional Needs to Know About Social Media, CALPELRA 41st Annual Training Conference, Portola Hotel & Spa - De Anza 1, November 4, 2016
- ▶ HR in Crisis: Learning from the Headlines, CALPELRA 41st Annual Training Conference, Monterey Marriott Hotel – San Carlos 4, November 3, 2016
- ▶ Choose Your Own Disability Adventure, CALPELRA 41st Annual Training Conference, Portola Hotel & Spa - Bonsai Room, November 3, 2016
- ▶ Keeping Score: Creating Effective Documentation in the Workplace, CALPELRA 41st Annual Training Conference, Monterey Marriott Hotel - San Carlos 1, November 2, 2016
- ▶ Escaping the Cyclone: Choose Your Own ADA-FEHA Adventure, CJPIA Risk Management Education Forum, October 2016
- ▶ Sunny Days Ahead: Criminal Background Checks, CJPIA Risk Management Educational Forum, October

13, 2016

- ▶ AB 1825 Sexual Harassment Prevention for Staff and Elected Officials, CSDA Annual Conference & Exhibitor Showcase, October 2016
- ▶ Keep Calm and Update Your Status: Emerging Trends in Social Media, CSDA GM Leadership Summit, Olympic Valley, June 14, 2016
- ▶ Conducting Totally Tubular Workplace Investigations, IPMA-HR Annual Training Conference, San Diego, April 27, 2016
- ▶ Social Media: A Guide for Public Officials, League of California Cities 2016 Planning Commissioners Academy, San Ramon, March 3, 2016
- ▶ Facebook v. First Amendment, PARMA Annual Conference, Indian Wells, February 24, 2016
- ▶ Sex, Lies & Social Media: A Survival Guide for Board Members, CSDA Conference, La Quinta, January 26, 2016
- ▶ Communications and the New Media, League of California Cities 2016 New Mayors & Council Members Academy, January 21, 2016
- ▶ Social Media: Policies and Best Practices, League of California Cities Clerks New Law & Elections Seminar, December 12, 2015
- ▶ The Power of the Pen: Creating Effective Workplace Documentation, CALPELRA Annual Training Conference, October 23, 2015
- ▶ Tap Dancing at Club Obi-Wan: Choreographing the Interactive Process, CALPELRA Annual Training Conference, October 2015
- ▶ Power of the Pen: Creating Effective Workplace Documentation, 20th Annual California JPIA Risk Management Educational Forum, September 23, 2015
- ▶ Difficult Conversations in the Clubhouse: How to Handle Sensitive Human Resources Situations, CJPIA 20th Anniversary Risk Management Educational Forum, September 2015
- ▶ Don't Let One Bad Apple Spoil the Bunch: Dealing with Difficult Employees, CSDA General Manager Leadership Summit, July 14, 2015
- ▶ Social Media Challenges and Opportunities for Special Districts: A Legal Perspective, CSDA Webinar, May 5, 2015
- ▶ It's All Fun and Games Until the Flying Monkeys Arrive: Dangerous Workplace Conduct, 2015 IPMA-HR Conference, April 30, 2015
- ▶ If I Had Only Used My Brain: Creating Effective Documentation in the Workplace, 2015 IPMA-HR Conference, April 29, 2015
- ▶ Employment Law Update, San Diego City Attorneys Association, March 27, 2015
- ▶ Sex, Lies & Social Media: A Survival Guide for Public Officials, LOCC Planning Commissioners Academy, March 6, 2015
- ▶ HR Boot Camp, CSDA Board Secretary/Clerk Conference, February 12, 2015
- ▶ Power of the Pen: Creating Effective Documentation in the Workplace, 2015 PARMA Conference, Disneyland Hotel, February 9, 2015
- ▶ We, the Rude, Angry, and Violent People: Preventing and Responding to Dangerous Workplace Conduct, 2015 PARMA Conference, Disneyland Hotel, February 9, 2015
- ▶ Hacking, Threats and Other Cyber-Misconduct, Safety Center, Inc., January 13, 2015

- ▶ Avoiding Wipeouts On The Wave Of Social Media, CALPELRA 39th Annual Training Conference, Monterey Conference Center, November 20, 2014
- ▶ Riptide Ahead: Preventing and Responding to Dangerous Workplace Conduct, CALPELRA 39th Annual Training Conference, Monterey Conference Center, November 19, 2014
- ▶ Keep Calm and Update Your Status: Social Media and Board Members, CSDA Faculty Workshop, November 17, 2014
- ▶ Preventing Discrimination and Harassment (Employee Workshop), CJPIA, Los Angeles SCAG, November 12, 2014
- ▶ The Troll Under the Bridge: Consequences of Not Addressing Disability Discrimination, 11th Annual Disability Employment Awareness Conference & Training, October 16, 2014
- ▶ Keep Calm and Update Your Status: Emerging Trends in Social Media (State Bar of California), State Bar of California, October 7, 2014
- ▶ Keep Calm and Update Your Status: Emerging Trends in Social Media, CSDA Annual Conference and Exhibitor Showcase, October 2014
- ▶ In Order to Form a More Perfect Workplace Investigation, 2014 IPMA-HR International Training Forum, September 22, 2014
- ▶ Don't Tweet Your Way to Termination: Social Media and the Public Workplace, League of California Cities Annual Conference and Expo, September 2014
- ▶ Social Media and Public Employee Discipline, Orange County City Attorneys' Association Luncheon, Claim Jumper Restaurant, August 21, 2014
- ▶ Preventing Discrimination and Harassment (Employee Workshop), CJPIA, August 2014
- ▶ Preventing Discrimination and Harassment (Employee Workshop), CJPIA, July 30, 2014
- ▶ It's Elementary, Dear Watson: Conducting Effective Workplace Investigations, State Bar of California, July 2014
- ▶ Really Bad, in a Good Way: Performance Evaluations, Employee Discipline, and Effective Documentation, CSDA General Manager Leadership Summit, June 2014
- ▶ The Troll Under the Bridge: Disability Discrimination in the Workplace, IPMA-HR Western Regional Annual Conference, May 2014
- ▶ Status Update: Recent Developments to Social Media in the Workplace, PARMA 2014 Conference, San Jose Convention Center, February 9-13, 2014
- ▶ Diving in the Deep End: Exploring Four Key Discrimination Challenges, CALPELRA Annual Conference, Monterey, November 20, 2013
- ▶ Preventing Discrimination and Harassment - All Employees Workshop (CJPIA, Los Angeles SCAG), CJPIA, Los Angeles Southern California Association of Governments, November 13, 2013
- ▶ Status Update: Developments in Social Media in the Workplace, CAJPA, November 6, 2013
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, CJPIA, San Marino, October 30, 2013
- ▶ Preventing Discrimination and Harassment - All Employees Workshop (CJPIA, Big Bear), CJPIA, Big Bear, October 24, 2013
- ▶ Status Update: Developments in Social Media in the Workplace, CJPIA 18th Annual California JPIA Risk Management Educational Forum, Indian Wells, October 10, 2013

- ▶ To Tweet or Not to Tweet: Social Media in the Public Workplace, LOCC 2013 Annual Conference and Expo, Sacramento, September 19, 2013
- ▶ Preventing Discrimination and Harassment - All Employees Workshop (CJPIA, San Clemente), CJPIA, San Clemente, September 10, 2013
- ▶ Working in a Fishbowl: Practical Challenges for Public Sector Employees, CJPIA, Poway, June 2013
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, CJPIA, La Verne City Hall, June 2013
- ▶ Workplace Violence Prevention Training, U.S. Residential Group, Sacramento, May 2013
- ▶ Status Update: Employment Law Update on Social Media in the Workplace, IPMA-HR Western Regional Conference, Orange, May 2013
- ▶ Workplace Violence Prevention Training, U.S. Residential Group, Pomona Valley Mining Company, May 2013
- ▶ Don't be Disabled by Disability Issues: A Holistic Focus!, CalPRIMA Southern California Workshop, Diamond Bar, April 2013
- ▶ Strategies for Dealing with Difficult Employees and Dangerous Workplace Conduct, Safety Center Incorporated Safety Forum, Rancho Cucamonga, January 2013
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, South Pasadena Council Chambers, South Pasadena, December 2012
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, CJPIA, Carpinteria, December 2012
- ▶ Status Update: Emerging Legal Trends in Social Media, PARMA San Diego Chapter Meeting, December 2012
- ▶ Public, Private, Protected? What Employers Can (And Cannot) Do To Keep Personnel And Litigation Issues Confidential, City Attorney's Association of Los Angeles, November 2012
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, CJPIA, Big Bear, October 2012
- ▶ Diving in the Deep End: Exploring Four Challenges of Disability Discrimination PARMA/CalPRIMA Mini-Conference, October 2012
- ▶ Working in a Fishbowl: Practical Challenges for Public Sector Employees, Arroyo Grande Council Chambers, Arroyo Grande, October 2012
- ▶ To Tweet or Not to Tweet: Balancing the Benefits and Burdens of Social Media, Burke Attorney Retreat, September 2012
- ▶ Disclosure of Carcinogens Under Proposition 65, Cancer Control Society Convention, September 2012
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, CJPIA, Apple Valley, July 2012
- ▶ Strategies for Dealing with Difficult Employees and Dangerous Workplace Conduct, Pathways to Excellence 2012 Safety and Health Symposium, April 2012
- ▶ Preventing Discrimination and Harassment - All Employees Workshop, South Pasadena Council Chambers, South Pasadena, April 2012
- ▶ Watch What You Tweet: Social Media in the Workplace, Public Agency Risk Management Association Annual Conference, February 2012
- ▶ To Tweet or Not to Tweet: The Impact of Social Media on the Public Workplace, CALPELRA Annual Conference, November 2011
- ▶ Playing Your Trump Card: Managing Social Networking in the Workplace, California Joint Powers Insurance

- Authority Risk Management Educational Forum, October 2011
- ▶ Cities and Social Media: Privacy, Public Records, and Related Legal Issues, Orange County City Attorney's Association/City Attorney Association of Los Angeles County Meeting, October 2011
- ▶ Social Media and Cities - Emerging Legal Trends, Tri-Counties City Attorney's Meeting, January 2011
- ▶ To Tweet or Not to Tweet: The Impact of Social Media On the Public Workplace, CALPELRA Annual Conference, November 2010

Publications

- ▶ **ADA Web Accessibility Litigation is on the Rise**, January 2019
- ▶ **2018 Legal Trends**, December 2018
- ▶ **Three Keys to Preventing Workplace Harassment: Training, Leadership and Accountability**, February 2018
California Special District Magazine
- ▶ **Is Your Harassment Prevention Training Legally Compliant?**, February 2018
The Burke Beat
- ▶ **2017 Legal Trends**, Fall 2017
- ▶ **What You Say Online Can and Will Be Used Against You**, July 2017
On the Burke Beat - Law Enforcement Liability Update
- ▶ **2016 Legal Trends**, Fall 2016
- ▶ **Do Public Entities Need to Retain their Social Media Pursuant to the Public Records Act?**, Fall 2016
Burke Employment Law Update
- ▶ **Workplace Harassment Prevention Training is Now Mandatory for Elected Officials**, October 2016
Employment Law Update
- ▶ **Social Media and the Workplace**, Summer 2016
Today's Insurance Professionals
- ▶ **The Only Constant is Change: Are You in Compliance with the New FEHA Regulations?**, April 2016
The Authority Newsletter
- ▶ **Social Media Q&A for Special Districts**, February 2016
California Special District Magazine
- ▶ **2015 Legal Trends**, Fall 2015
- ▶ **Pitfalls of the Public Forum: Public Agencies' Social Media Rules May Breach First Amendment**, May 2015
California Lawyer Magazine
- ▶ **The Court Report: Court Defines 'Similarly Situated' Employee for Bias**, April 2015
The Authority Newsletter
- ▶ **Traci Park Anticipates the Court's Decision in *Elonis v. United States***, March 2015
SCOTUSblog
- ▶ **Defining a True Threat: The Supreme Court Mulls the Boundaries of Free Expression on Social Media**, March 2015
California Lawyer Magazine

- ▶ **When Cops Post: What Happens when Law Enforcement Officers Get into Scrapes with Social Media**, December 2014
California Lawyer Magazine
- ▶ **2014 Legal Trends**, Fall 2014
- ▶ **Q & A: Harassment Prevention Training and Special Districts**, June 11, 2014
CSDA e-News
- ▶ **Status Update: Further Developments on Social Media in the Workplace**, May 2014
League of California Cities
- ▶ **Failing to Train Employees and Officials About Workplace Harassment Can Be Disastrous**, December 2013
Employment Law Update
- ▶ **2013 Employment Legislation Highlights**, November 2013
- ▶ **Legislative Update: 2013 Employment Highlights**, November 2013
The Authority Newsletter
- ▶ **2013 Legal Trends**, Fall 2013
- ▶ **Developments on Social Media in the Workplace**, September 2013
League of California Cities
- ▶ **2012 Legal Trends**, Fall 2012
- ▶ **2010 Legal Trends**, Fall 2010

PRACTICE GROUPS

- ▶ Labor and Employment Law
- ▶ Litigation
- ▶ Public Law

EDUCATION

- ▶ Loyola Law School Los Angeles J.D., 2001
- ▶ Johns Hopkins University B.A., American History, 1997

ADMISSIONS

- ▶ State Bar of California
- ▶ Supreme Court of California
- ▶ Supreme Court of the United States
- ▶ United States Court of Appeals for the Ninth Circuit
- ▶ United States District Court for the Central District of California
- ▶ United States District Court for the Eastern District of California
- ▶ United States District Court for the Northern District of California
- ▶ United States District Court for the Southern District of California

MEMBERSHIPS & ASSOCIATIONS

- ▶ Association of Workplace Investigators
- ▶ Los Angeles County Bar Association
- ▶ National Association of Professional Women