



INDEPENDENT INVESTIGATIONS RESPONSIVE • THOROUGH • IMPARTIAL

Amanda Uhrhammer, AWI-CH is an experienced attorney who conducts impartial workplace and litigation investigations, including, by way of example, harassment, discrimination, retaliation, bullying, public safety, and education investigations. Amanda's clients include government agencies, private organizations and educational institutions. Amanda has worked for the last several years in municipal law and human resources. Prior to that, in addition to conducting workplace investigations, Amanda represented primarily school districts in all manner of civil litigation issues. Amanda also worked extensively in the public safety arena for over 12 years, representing police officer and firefighter associations. This experience provided substantial exposure to complex issues of union and management interaction, labor contract disputes and internal association and public sector operations. Amanda has over 22 years of civil litigation experience representing both plaintiffs and defendants in employment, civil rights, professional negligence, catastrophic personal injury and ERISA matters. Adding to her extensive experience, Amanda served for 11 years as Trust Counsel to an ERISA trust which provided long-term disability and health benefits to public safety associations throughout California. This multi-faceted background provides her with a distinct degree of impartiality when conducting investigations.

Representative Investigations (Examples):

- City employee accused Manager and Director of retaliation following investigation of a previously made harassment complaint.
- Public Safety Association Board Member accused of sexual harassment, retaliation and breach of fiduciary duty.
- Police officer accused of sexual misconduct under color of authority.
- Independent Contractor accused client of sexual harassment and hiring agency of retaliation.

- Nursing Student accused professor/mentor of sexual assault and nursing school of retaliation.
- Three employees accused employer of race discrimination, hostile work environment.
- County employees accused of having sexual relationship in the workplace-supervisor/employee
- Various gender and race discrimination investigations
- Harassment and Bullying complaints

Investigation Services:

- Conduct prompt, thorough and impartial workplace and litigation investigations for both public and private organizations, including in areas of discrimination/harassment, retaliation, bullying, public safety and education investigations.

Education and Training:

- Juris Doctor from McGeorge School of Law-1996
- Bachelor of Arts Degree in French from the University of California at Davis
- Certificate Holder from Association of Workplace Investigators Training Institute (AWI-CH)

Affiliations and Engagements:

- Association of Workplace Investigators, member
- Shasta-Trinity Counties Bar Association
- California State Bar Association

Published Opinions:

- *Pitts v. City of Sacramento*, (2006) 138 Cal.App.4th 853
(Issue Preclusion)
- *Coleman v. Standard Life Ins., Co.*, 288 F.Supp.2d 1116 (E.D.Cal. 2003)
(ERISA Preemption)
- *Guarino v. County of Siskiyou* (2018) 21 Cal.App.5th 1170 (Wrongful Termination)

Seminars/Training:

- Fiduciary obligations of Boards of Directors of labor associations and labor association leadership
- Fiduciary obligations and ERISA compliance to employee welfare benefits trusts
- Section 1983 actions
- Preparing and Deposing Medical Expert Witnesses
- Sexual Harassment and Discrimination Training-In House
- Multidisciplinary Team Training
- Brown Act Training