

# EquiLaw

**WORKPLACE** Investigations • Fact-Finding • Training & Expert Consulting

## PROFESSIONAL BIOGRAPHY

### JULIE B. YANOW



Julie has practiced exclusively in the area of employment law for over 30 years. She founded EquiLaw in 2003 in order to focus on investigations, training and expert consulting services.

She has conducted approximately 700 investigations of harassment, discrimination, retaliation and other employee misconduct. Julie has trained and/or coached thousands of employees across the spectrum of workplaces regarding topics such as the prevention of harassment, discrimination and retaliation, and the art of conducting prompt, thorough and impartial workplace investigations. She serves as an expert consultant and witness for plaintiff and defense counsel regarding workplace issues.

Julie is an active member of the workplace investigator and employment law communities. As of July 2019, Julie will serve as Chair of the Labor and Employment Law Section of the Los Angeles County Bar Association (LACBA). She is a Fellow of the College of Labor and Employment Lawyers. She is a member of the California Lawyers Association and the American Bar Association Labor and Employment Law Sections. Julie is a Charter Member of the Association of Workplace Investigators (AWI). She attended AWI's inaugural national Training Institute in 2012, was invited to serve as faculty for the 2013 Institute, served as Chair of the 2014 Institute and was among the first investigators to attain AWI-CH status through AWI's accredited examination process. Julie is a past Board member and continues to serve as Institute faculty and on AWI's Institute Committee. She is a Past President of the Society of Independent Workplace Investigators (SIWI). She speaks and publishes on the topic of workplace investigations.

Prior to launching EquiLaw, Julie was employed by Warner Bros. Two years after joining Warner Bros. in 1991, she was selected to co-found the Company's Employment Law department; she served as Vice President and Senior Employment Counsel until 2001. Julie was chosen to chair the committee responsible for creating and implementing studio sexual harassment and discrimination awareness training; she investigated/supervised investigations of claims of employee misconduct; responded to government complaints and charges; provided counsel regarding the full range of employment issues; and monitored employment-related compliance.

Before joining Warner Bros., Julie held a position as in-house counsel at NBC, handling a wide range of labor and employment issues. Her in-house experience was grounded upon three-and-a-half years of private practice at the national law firm Pepper, Hamilton and Scheetz, where as an associate attorney she represented employers in all aspects of labor and employment litigation and practice.

Julie is a Phi Beta Kappa, magna cum laude graduate of the University of California, Berkeley. She studied law at the University of California, Los Angeles. Julie received her J.D. in 1986 and was admitted to practice in both state and federal courts in the same year.

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