

JULIE B. YANOW
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PROFESSIONAL HISTORY

Present

EQUILAW

February 2003-

Principal

Specializing in: conducting workplace investigations of unlawful harassment, discrimination, retaliation, as well as other workplace misconduct; providing fact-finding and management reviews; presenting workplace training and coaching, including anti-harassment and discrimination awareness, executive coaching, and training in the art of conducting prompt, thorough, impartial investigations; consulting for plaintiff and defense counsel concerning prevention, investigation, and elimination of unlawful harassment/discrimination/retaliation in the workplace/other employment-related issues.

WARNER BROS.

January 1991-April 2001

Vice President and Senior Employment Counsel (1996-2001)

Director, Senior Employment Counsel (1993-1996)

Chosen to co-found the Company's Employment Law department in 1993; chaired the committee responsible for creating/implementing studio-wide anti-harassment training; provided training; conducted and supervised internal investigations, provided counsel re: the spectrum of employment law issues, drafted policies and handbooks; monitored/directed employment-related compliance/outside counsel.

Director, Labor Relations (1991-1993)

Interpreted and administered industry collective bargaining agreements for television/theatrical production units; provided anti-harassment training, represented the Company in union-related matters and proceedings.

NATIONAL BROADCASTING COMPANY, INC. (NBC)
Labor Relations Attorney

May 1989-December 1990

Interpreted and administered industry collective bargaining agreements for television production unit; investigated and responded to grievances and harassment/discrimination charges and complaints; provided anti-harassment training, represented the Company in union-related proceedings, elections, and negotiations.

PEPPER, HAMILTON & SCHEETZ

September 1986-April 1989

Associate Attorney, Labor and Employment

Represented employers in all aspects of labor and employment-related litigation and practice.

EDUCATION

UNIVERSITY OF CALIFORNIA, LOS ANGELES SCHOOL OF LAW
J.D., May 1986

UNIVERSITY OF CALIFORNIA, BERKELEY

B.A., June 1982, magna cum laude

Phi Beta Kappa, Dean's List, Departmental Honors

PROFESSIONAL AFFILIATIONS

Chair, Labor and Employment Law Section, Los Angeles County Bar Association (LACBA) (July 2019-June 2020)

Fellow, College of Labor and Employment Lawyers

Charter Member/Member Institute Committee, Association of Workplace Investigators California Lawyers Association (Labor and Employment Law Section)

American Bar Association (Labor and Employment law Section)

Member/Past President, Society of Independent Workplace Investigators (SIWI)