



## Kristin Rizzo, Esq.



Results Beyond Dispute<sup>SM</sup>

Kristin Rizzo is a full-time neutral who believes that parties seeking to resolve a dispute through mediation deserve a partner in resolution – a mediator who is dedicated to the needs and goals of the parties and has a command of the details of the case and the underlying laws involved. Passionate about dispute resolution, Kristin uses her strong work ethic, empathy, and tenacity to help parties resolve their disputes in creative and meaningful ways. Kristin mediates a variety of civil claims, specializing in employment mediation, from pre-litigated and post-investigative disputes to single-plaintiff, complex multi-party, and representative litigated matters. She also mediates business, contract, housing discrimination, ADA access, personal injury, medical malpractice, and emotionally charged/high-impact matters. As a mediator, Kristin combines her varied legal background with her extensive leadership and organizational knowledge to bring a multi-faceted approach to every mediation. Kristin's prior legal experience includes representing individuals, employees, and businesses in a wide range of civil and employment law matters, including giving high-level strategic advice and counsel and performing neutral workplace investigations. Her extensive leadership background includes high-level positions in both the San Diego legal community and the community at large, working collaboratively with boards and professionals of numerous disciplines. Honored multiple times as a San Diego Super Lawyer in Alternative Dispute Resolution, Kristin recognizes that a knowledgeable and collaborative presence can assist the parties in building consensus and feel confident that the correct resolution has been reached.

### LEGAL CAREER & PRIOR EXPERIENCE

- Full-time Neutral, Judicate West (2022-Present)
- Mediator, West Coast Resolution Group (2019-2022)
- Mediator and Workplace Investigator, Rizzo Resolution (2019-2022)
- Founding Attorney, Rizzo Law; representing individuals and companies in harassment, discrimination, wrongful termination, wage and hour, PAGA and class action, separation, severance, and contract matters (2011-2018)
- Mediator, Civil Court Mediator Panel for the San Diego Superior Court (2019-2021)
- Mediator, Small Claims Mediator Panel for the San Diego Superior Court (2018-2019)
- Mediator, Paid and Pro Bono Panel for the State of California, Department of Fair Employment and Housing, San Diego and Los Angeles (2018-2022)
- Mediator, Pro Bono Panel for the Equal Employment Opportunity Commission, San Diego (2018-2019)
- Litigation Attorney, Higgs, Fletcher & Mack; Specializing in General Civil Litigation with an emphasis on Personal Injury, Medical Negligence, and Employment Defense (2008-2011)
- Litigation Attorney, Hosey & Bahrambeygui; Specializing in General Civil Litigation with an emphasis on Plaintiff Personal Injury and Employment (2006-2008)

### EDUCATION & PROFESSIONAL AFFILIATIONS

- J.D., University of San Diego, School of Law (2006)
- B.A., University of California, San Diego; Political Science and Spanish Literature, Cum Laude (2001)
- Pepperdine University School of Law, Straus Institute for Dispute Resolution, Mediating the Litigated Case and Advanced Mediation Training (2017; 2021)
- National Conflict Resolution Center, Mediation Skills Training (2012)
- University of San Diego School of Law, Part-time Adjunct Professor (2022-Present)
- City of San Diego Human Relations Commission, Commissioner and Chair (2020-Present)

## PRACTICE AREAS

- Lawyers Club of San Diego, Mediator Taskforce Co-Chair (2020-Present)
- San Diego County Bar Association; President (2018); Treasurer (2015), Labor & Employment Section Chair (2012), New Lawyer Division President (2010)
- University of San Diego, School of Law, Board of Visitors, Past Alumni Board Director, and Executive Committee Member (2012-Present)

All types of Employment disputes including Labor Law, PAGA, and Wage and Hour Class Action; Business Litigation/Contract Claims; Fair Housing/Statutory Claims; Healthcare/Medical Negligence; Personal Injury including Sexual Assault

## ACHIEVEMENTS & AWARDS

- Speaker: 998 Offers and Their Impact on FEHA Mediations, Judicate West, Jan. 2023
- Speaker: Being an Employment Mediation Advocate: Strategies for Mediating Employment Cases, San Diego County Bar Association, Nov. 2022
- Speaker: Mediation Skills in Trial Advocacy Class, University of San Diego School of Law, Apr. 2022
- Adjunct Professor: Experiential Advocacy Program Class, focusing on Negotiation and Mediation, University of San Diego School of Law School, January-March 2022
- Author: "New Laws and Guidance for the Workplace as Coronavirus Claims Rise: Mediation Provides Effective Resolution in 2021," San Diego Lawyer Magazine, Mar.-Apr. 2021, pp. 24  
[https://issuu.com/sdcba/docs/san\\_diego\\_lawyer\\_2021\\_mar-april/24](https://issuu.com/sdcba/docs/san_diego_lawyer_2021_mar-april/24)
- Author: "Becoming an Employment Neutral: The Joy of the Journey," San Diego County Bar Association's For the Record Online Newsletter, Mar. 2021 - <https://blawg401.com/becoming-an-employment-neutral-the-joy-of-the-journey/>
- Speaker: Mediation in Changing Times, Online Dispute Resolution, San Diego Superior Court Mediator Training Program, Dec. 2021, Dec. 2020
- Speaker, DeVry University, Negotiation Course for Business Students, "Tips for Successful Negotiations," Oct. 2021; Oct. 2020
- Author: "Mediating Workplace Disputes: Novel Coronavirus Claims," North County Lawyer Magazine, Dec. 2020, pp. 8, 18, 22 - <https://rizzoresolution.com/mediating-workplace-coronavirus-claims/>
- Speaker, San Diego County Bar Association, "Successful Early Mediations: Pre-Litigation and Pre-Discovery Case Resolution (During and Post-COVID)" July 2020
- Speaker, 4LegalGlobal, "Mediation and Conflict Resolution in the Coronavirus" – an International Conference, June 2020
- Speaker, Southern California Mediation Association, "The Future of Mediation and You," May 2020
- Author, "Mediation During Separation: Embracing the Virtual Session," San Diego County Bar Association's For the Record Online Newsletter, Apr. 2020 - <https://www.sdcba.org/?pg=FTR-April-2020-4>
- Speaker, San Diego County Bar Association, "How to Conduct Virtual Mediations," March 2020
- Speaker, University of California, San Diego, AIM Oversees International Program, "Launching a Mediation Practice," Jan. 2020
- Author, speaker, and presenter on a variety of topics, including mediation techniques, online dispute resolution, employment law, and current legal issues
- Super Lawyers, Alternative Dispute Resolution, San Diego (2020, 2021, 2022)
- Speaker, Southern California Mediation Association, Fall Mediation Conference, "Exploration of Niche Markets in Mediation," Nov. 2019
- Super Lawyers, Employment Attorney, San Diego (2019)
- Legal Source Citation, San Diego Union Tribune, "Crossing the Line: Defining

## HOBBIES & INTERESTS

## LOCATIONS

Sexual Harassment" Feb. 11, 2018

- San Diego Metro, 40 Under 40 (2018)
- San Diego County Bar Foundation, Service Award (2018)
- Legal Source Citation, NBC.com, "Accusations in the #MeToo era: How Companies Handle Complaints," Dec. 17, 2017
- Legal Source Citation, San Diego Union Tribune, "Beyond #Me Too: What You Need to Know About Reporting Sexual Harassment," Dec. 10, 2017
- Super Lawyers, Employment Attorney Rising Star, San Diego (2015 – 2018)
- Daily Transcript, Top Employment Law Attorney, San Diego (2013)
- Red Boudreau Trial Lawyers Judge David R. Thompson Recognition (2012)
- University of San Diego, School of Law, Distinguished Recent Alumni (2011)
- Daily Transcript, Top Employment Law Young Attorney, San Diego (2009, 2011)
- Avvo, Super Rated Attorney, Highest Rating, 10.0

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Kristin is a native of San Diego and lives in Poway with her husband, two daughters, and two dogs. She enjoys spending time with her family and friends, paddle boarding and boating at their lake house, coaching youth soccer, and snowboarding. Kristin has lived abroad in Madrid, Spain, and has traveled extensively throughout Europe.

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San Diego, All of California