KAREN R. WASHINGTON

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HIGHLIGHTS OF EXPERIENCE & HONORS

- Attorney, **av Preeminent rated by Martindale Hubbell for 25+ years,** helping people navigate through the complex legal system, embracing both parts of the title Attorney and Counselor
- Adjunct Professor Texas A & M School of Law 2016-present.
- **Over 1,500 mediations and 30+ years qualified as a mediator**
- **Arbitrator 20+ years**
- TMCA Credentialed Distinguished Mediator
- College of Commercial Arbitrators (Fellow)
- National Academy of Distinguished Neutrals (nadn.org)
- Uniform Law Commission (Life Member)
- Successful attorney through U.S. Supreme Court *cert denied*: once in a real estate lending related case, and once in an employment related case

PROFICIENT IN SPANISH – reading, writing, and conversation

EXPERIENCE

ADJUNCT PROFESSOR, Texas A&M University School of Law, 2016-present – Teaching ADR – Arbitration, Mediation, Negotiation and Writing.

ADJUNCT PROFESSOR, Southern Methodist University, 2022 – Teaching ADR

ADMINISTRATIVE LAW JUDGE – City of Dallas, 2017 – present - Presiding over evidentiary hearings and ruling on termination and demotion cases.

MEMBER OF NEUTRAL PANELS
AAA – Mediation and Arbitration of Commercial, Employment and Consumer matters.
FINRA (formerly NYSE & NASD) – Mediation and Arbitration of Securities and Employment matters.
NCDS – Arbitration of automobile warranty issues.

CERTIFIED INDEPENDENT HEARING EXAMINER - Texas Education Agency 2006 to present - Presiding over evidentiary hearings and making determinations of whether the school district recommendations for termination or nonrenewal of employment should be sustained.

ROBERTS WASHINGTON FIRM, 2016-present – engaging in Alternate Dispute Resolution, Guardian ad litem and Attorney ad litem service, and practice in civil law matters.

Extensive experience civil litigation across a broad spectrum. Extensive experience handling employment and regulatory matters such as EEOC, TWC, and DOL claims of noncompliance with and/or violation of Title VII, Texas Labor Code, Texas Workers Compensation Code Section 451, Americans with Disabilities Act (ADA and ADAAA), Fair Labor Standards Act (FLSA) and Family Medical Leave Act (FMLA).

Frequent representation on matters involving reviewing, drafting and advising on contracts, such as employment agreements, noncompete and non-solicitation agreements, and confidentiality agreements. Outside general counsel services for several companies.

THORPE HATCHER & WASHINGTON, PLLC, 1994 to 2016 - Founding member
Broad based civil practice, including employer/employee matters, business entities such as disputes involving owners or clients, and contract matters.

GODWIN BOWMAN, P.C., Shareholder - 1989-1994, Associate 1986-1989

DALLAS ASSISTANT CITY ATTORNEY- 1985-86

5TH COURT OF APPEALS – Judicial Clerkship - 1984-85

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- American Law Institute - nominated by two federal judges and elected to membership in this national organization that writes the Restatements of Law
- Uniform Law Commission and Texas Commission on Uniform State Laws, drafting legislation to promote uniformity among the states. Presently on the Committee Monitoring Civil Litigation and Dispute Resolution, Study Committee on U.N. Convention on International Settlement Agreements Resulting from Mediation (aka Singapore Convention), and Drafting Committee on Conflict of Laws in Trusts and Estates
- Mac Taylor Inn of Court - Elected to serve as a Bencher/Master of the Inn and Co-Chair of Program Committee. Inns of Court are organizations dedicated to upholding the Constitution of the U.S. and promoting the ethical practice of law. Member of leadership team 3 years.
- National Academy of Distinguished Neutrals
- College of Commercial Arbitrators Fellow
- Association of Attorney Mediators
- Dallas Bar Association, ADR Section – Vice-Chair
- Texas Bar Foundation Life Fellow
- Dallas Bar Foundation Life Fellow

RECENT PUBLICATIONS AND PRESENTATIONS

"Building a Justice System for the Internet: Online Dispute Resolution," Moderator, Dallas Bar Association, February 2022

"'Winning' at Personal Injury Mediation: Perspectives from Either Side of the Aisle," Moderator, Dallas Bar Association, March 2021

"What Do I Do Here? A Discussion of Ethical Issues Mediation," Dallas Bar Association, August 2021

"Confidentiality Issues in Mediation," Dallas Bar Association, November 2020

"Boundaries! Boundaries!," Association of Attorney Mediators, September 2020

"Feedback From Arbitration Parties," DFW Arbitration Study Group, September 2020

"Impact of Covid-19 on ADR - Panel," Dallas Bar Association, April 2020

"Arbitration - A Closer Look," William "Mac" Taylor Inn of Court, February 2020

"Ethical Issues in Mediation: Know the Boundaries," *The Advocate*, Vol. 89, State Bar of Texas Litigation Section, Winter 2019

"Mediation Ethics," DFW Chapter, NELA, Fall 2019

"Make Mediation Count: Effective Advocacy," *Advanced Employment Law Course*, State Bar of Texas, January 2018.

"Arbitration Case Law Update," National Employment Law Association, June 2017

"Employment Law for the Small Business Community," Dallas Business Association, February 2017

"Tips for Mediation Success," DFW NELA

"Employment Rights You Thought You Had, But Don't," Community presentation

PROFILE

University of Texas (J.D.)
Texas Tech University (B.A. Spanish/English) magna cum laude and graduated in 3 years

Admitted to practice and have practiced in:
All Texas State Courts, U.S. Supreme Court, 5th Circuit Court of Appeals
U.S. Dist. Courts all Districts of Texas
State certified to serve as Attorney/Guardian Ad Litem – 2009 to present.

Community
Altrusa International of Downtown Dallas, Inc., Service organization, Immediate Past President
UNT College of Law – Affiliate Professor, Practice Course 2016
UNT College of Law – LA Bedford Mentor 2015-2020