



Denise Hummel, Esq. on NCRC's Employment Mediation Panel.

Ms. Hummel's national law practice focused on the arbitration, mediation, and litigation of employment law cases, including, but not limited to, cases involving the Civil Rights Act, the Americans With Disabilities Act (ADA), and the Age Discrimination in Employment Act. Ms. Hummel filed and won the first class action suit under the ADA, representing two hundred thousand hearing impaired clients in their attempt to obtain direct access to 911 Emergency Services. From that time to the present, Ms. Hummel has been investigating, lecturing on liability prevention, and mediating these cases throughout the nation. Her gender, race, and disability cases have been reported in the National Law Journal, the Wall Street Journal, and the New York Times.

RESOLUTION EXPERTISE

- Mediating hundreds of cases under the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act since 1993.
- Mediation Training Certificate, CDR, Boulder, Colorado (July 1993) and multiple follow-up courses and workshops in specific disciplines
- Mediation Training, National Conflict Resolution Center, San Diego
- Trainer, Boulder County Mediation Steering Committee; Mediator
- Trainer and Mediator, Race Relations Intervention, Boulder County Schools
- University Professor and public speaker: ADR, Leadership, Cultural Essentials of Negotiation (Boulder and San Diego)
- San Diego County Bar Association, Member and Speaker, Committees on Alternative Dispute Resolution, Employment Law, and International Law Committees

REPRESENTATIVE CASES

Employment disputes of all kinds

Discrimination suits related to:

- The Civil Rights Act
- The Americans With Disabilities Act
- The Age Discrimination in Employment Act

PROFESSIONAL EXPERIENCE

Private law practice which included:

- Specializing in litigation, mediation, and cross-cultural diversity training related to employment issues, with a particular emphasis on disability, gender, race and age issues.

- Writing extensive training materials regarding workplace and management issues, particularly with regard to liability prevention and mediation for the American Bar Association.
- Practicing as a labor relations attorney representing the Overseas Education Association during negotiations, mediations, and hearings with the United States Department of Defense Schools in various military installations in Europe, Iceland, Bermuda and Cuba, utilizing both United States federal law and military regulations.

**SPECIAL HONORS, PUBLICATIONS
AND SPEAKING ENGAGEMENTS:**

Ms. Hummel was chosen as one of the top twenty young attorneys by the American Bar Association in 1992.

She has written extensively in her area of mediation:

Employee Relations Law Journal, "Anatomy of an A.D.A. Case," May 1993

Colorado Lawyer, "Colorado's Worker's Compensation Statute and the Nation's Americans With Disabilities Act: Are They Compatible?" November 1992

Westchester Business Journal, "The Americans With Disabilities Act: You Can't Afford Not to Know About It," March 1992

Impact, "The Effect of Americans With Disabilities on Your Real Property," March 1992

Medico-Legal Journal, "The Americans With Disabilities Act and the Physician," March 1992

Nursing Spectrum, "Sexual Harassment: How To Recognize It and What To Do About It," January 1992

She has spoken extensively in her area of expertise:

"Trouble in the Workplace," University of Denver College of Law, February 26, 1996, The Conundrum of Employee Handbooks and the necessity for A.D.R. Clauses and processes.

"The Woman Advocate - Colorado Style," University of Denver College of Law, March 30, 1995, Cross-Examination of an Expert Witness

Adjunct Professor, University of Denver College of Law, "Disability Law and the Civil Rights Act, a Trial Seminar," Spring Semester 1994

"Second Annual Women and Law Conference," Denver University, Denver, April 20, 1994

"Out of the Shadows: A Community Response to Stalking," Denver University, Denver, February 16, 1994

"Current Issues in Employment Litigation," Labor Law Committee and "Running the Administrative Gauntlet: Practice and Procedure Before the EEOC and CCRC," Administrative Law Committee, Ninety-Fifth Annual Convention, Colorado Bar Association, Colorado Springs, October 10, 1993

"Mediating Civil Rights Disputes," American Bar Association Annual Convention, New York City, August 8, 1993

"Litigating Cases Under the ADA," Colorado Trial Lawyers Association, Vail, August 20, 1993

"What Every Government Attorney Needs to Know About the ADA," Colorado Family Support Council Annual Conference, Vail, June 3, 1993

"How to Try an ADA Case," Southern Methodist University School of Law, Multi-State Labor and Employment Conference, Colorado Springs, May 13, 1993

"War of the Worlds: The ADA and Workers' Compensation," Continuing Legal Education, University of Denver, Denver, April 30, 1993

"Roll of the Dice: Employment Perils in the Casino Industry," Gaming, Entertainment and Sports Law Committee, Colorado Bar Association, Colorado Springs, March 19, 1993

"How to Try an ADA Case," Oregon Bar Association, Portland, March 4, 1993

"The ADA and Colorado's Workers' Compensation Statute: Are They Incompatible?," Labor Law Forum, Colorado Bar Association, Denver, January 21, 1993

"Sexual Harassment in the Work Place," New York State Nurses Association Annual Convention, Rochester, New York, October 18, 1992

EDUCATION

- American University, Juris Doctor, 1987. Dean's Fellowships: Rights of Institutionalized Persons
- Columbia University, Bachelor of Arts, Psychology 1983
- University of Florence, Italy, Advanced Literature, 1981-1982

RATE

- \$325 per hour, with a \$125 filing fee per party