

**Anita Rufus, J.D.**, is on NCRC's Superior Court Mediation Panel.

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Anita Rufus, J.D., has over 25 years experience in conflict resolution and group mediation with individuals, non-profit associations, small businesses, and corporations. Ms. Rufus was instrumental in the design of programs and training of neutral facilitators, and has conducted group mediations for organizational strategic planning. Experience includes small-business entrepreneur, corporate human resources executive, media personality, published columnist, Congressional candidate, and non-profit leadership

## **RESOLUTION EXPERTISE**

- Community/Neighborhood
- Landlord/Tenant
- Employment/Labor Relations
- Merchant/Customer
- Civil Harassment/TRO disputes
- Employment Discrimination
- Healthcare, with emphasis on End-of-Life Conflicts
- Other types of ADR services: Group mediation for organizational communication, conflict resolution, and strategic planning
- Mediation Process Design and Training – Alignment Services, U.S. Tel Inc.
- Mediation Credential Program – National Conflict Resolution Center (NCRC) – 42+ hrs. 2005
- Mediation Skills Training – NCRC – 32+ hrs. May 2005
- Mediation Practicum – California Western School of Law (CWSL) – 40+ hrs Spring 2005
- Advanced Mediation Training – Pepperdine Law School Strauss Center – 20 + hrs. June 2003
- ADR Internship – JAMS, Linda Fritz, Esq. – 30 + hrs. Summer 2003
- ADR Practicum – CWSL – 40 + hrs. Spring 2002

## **REPRESENTATIVE CASES**

- Neighbor dispute re property boundary, 30+ years of conflict resolved in two sessions
- Employment discrimination re racial preference and sexual harassment, successfully resolved without any outside complaint being filed
- End-of-life conflict among family members re discontinuing treatment, successfully resolved without any court process
- Landlord/Tenant dispute re return of security deposit resolved

- Merchant/Customer dispute re complaint about costs and services rendered, mediated to amicable settlement

- Civil Harassment/TRO dispute involving neighbors, including police involvement, successfully resolved with TRO dismissed
- Quiet Title successfully settled after 2-year litigated process
- Noise disturbance mediated between renters and multiple neighbors with mediated solution agreed to by all parties
- Rental contract dispute between lawyer and building owner, long-time friends, resolved amicably without litigation
- Assisted with facilitated settlement of several PI/accident claims at JAMS

## **PROFESSIONAL EXPERIENCE**

- Credentialed Mediator, National Conflict Resolution Center (NCRC)
- Intern, JAMS, Linda Fritz, Esq.
- Business Consultant – Multi-state corporate, non-profit, and small business clients, consulting re strategic planning, training, and human resource policies
- Vice-President Human Resources, U.S. Tel Co., Inc.
- Past-President, Americans for Death With Dignity
- Board member: NOW Foundation, Desert Press Club, HOW Foundation Rape Crisis Center, Peacemakers International, National Organization for Women (D.C.), San Geronio Girl Scout Council, HOW Foundation Rape Crisis Center

## **SPECIAL HONORS AND MEMBERSHIPS**

- Desert Bar Association – Mediation Section
- San Diego County Bar Association – ADR Section
- San Diego Lawyers Club – Newsletter Editorial Board and Columnist
- Association for Conflict Resolution
- Mayor’s appointee Palm Springs (CA) Human Rights Commission – drafted city’s human rights policy
- Women’s Day “Woman of Distinction” Honoree – College of the Desert
- American Women in Radio and Television – 10<sup>th</sup> Annual Commemoration Award for small-market talk radio format

## **EDUCATION**

- J.D. California Western School of Law – 2004 – Top 20%
- Pepperdine School of Law, Strauss Center – Advanced Mediation Training – 2003
- B.A. University of Redlands – 2000 – 4.0 GPA