

Elizabeth R. Rita, Esq.
Investigations Law Group, LLC

Experience

Ms. Rita has been providing workplace investigations, expert witness services, compliance training and culture assessments to clients since 1994.

Founder, Investigations Law Group, LLC, Denver, Colorado, August 2007 - present.

Investigations: Ms. Rita's investigations practice at ILG is focused on impartial third-party investigations and expert witness services. Her cases run the gamut, and many of them involve sensitive, high profile and high litigation risk situations. Ms. Rita has been trusted by cities to investigate public corruption charges, by fire protection districts to investigate emergency services incidents and by multi-national corporations to investigate insider trading, sexual harassment and other executive wrongdoing. Ms. Rita has done investigations of system race discrimination, public corruption, harassment, discrimination, retaliation, rape and sexual assault, hostile work environment and ethics violations. Ms. Rita has been conducting workplace investigations as an impartial third-party investigator for 29 years, she has conducted over 1000 investigations and she is considered an expert in this field. She has more field experience in impartial investigations than any investigator in the Intermountain West. Her practice includes workplace investigations, Title IX, and expert witness services.

Executive Committee Member and Director, Association of Workplace Investigators, 2015 to 2021. Roles included Secretary for the Organization, Chairwoman of AWI's internationally attended Annual Conference, Chairwoman of Seminars and Webinars, and Nominations Committee Chair. Founder of Colorado chapter of AWI. AWI is North America's premier workplace investigator association.

Partner, Kelly Stacy & Rita, LLP, Denver, Colorado, May 2008 to January 2013. Partner in boutique employment law practice, providing impartial investigations, as well as advice, counseling and representation on employment law issues to corporate and individual clients. Practice was 50% impartial investigations.

Of Counsel, Kamlet Shepherd & Reichert, LLP, Denver, Colorado, August 2004 to August 2007. Led employment law practice group. Responsible for all employment litigation for the firm, as well as all independent investigations. Legal practice included significant noncompetition, litigation, harassment and discrimination claims, advice and counseling, and drafting employment

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related agreements. Represented clients in both plaintiff and defendant capacities. Investigations practice (50% of practice) involved claims of gender bias and discrimination, a company-wide race case with nineteen complainants, sex harassment, age discrimination and misconduct cases.

Of Counsel, Elzi, Pringle & Gurr, LLP, Denver, Colorado, September 2002 to August 2004. Employment litigation and independent investigations practice. Legal practice involved primarily litigation support and advice and counseling to small and medium-sized businesses. Substantive areas of focus were sex harassment and discrimination as well as race-based claims. Investigations practice (50%) involved an employee misconduct case for the United States Department of Housing and Urban Development, as well as a large number of cases for corporate clients. The substantive areas of these investigations involved sex harassment, whistle blowing and ethics complaints, as well as ethnic origin discrimination cases. Investigations practice included one large systemic gender bias case involving a class of women employees claiming discrimination.

Sole Practitioner, Elizabeth R. Rita, Esq., Private Practice, Denver, Colorado, September 1994 to September 2002. Employment practitioner and independent investigator. Legal practice consisted of litigation support to larger area employment groups, primarily in research, writing, deposition and trial support. Investigations practice (75%) began with work for the United States Justice Department's Civil Rights Monitor overseeing the operations of Denny's restaurants nation-wide. Investigations included hundreds of investigations for the Civil Rights Monitor investigating customer complaints of disparate treatment or failure to serve on the basis of race and/or national origin in Colorado and the Western United States. Investigations practice grew into an employment-focused practice for Advantica Restaurant Group, Inc. in the area of investigating employee complaints of discrimination, harassment and retaliation. Practice expanded to provide employment investigations to other companies through the network of employment lawyers practicing in Denver, Colorado and around the country.

Associate, Commercial Litigation Group, Hale and Dorr, LLP, Boston, Massachusetts, September 1992 – September 1994. Responsible for all facets of litigation practice in complex commercial cases, including employment advice and litigation. Practice was broad based litigation for a corporate law firm.

Education

J.D., *magna cum laude*, Boston University School of Law

- Paul J. Liacos Distinguished Scholar
- Joseph Tauro Scholar
- Edward F. Hennessey Scholar
- American Jurisprudence Award

B.A., *cum laude*, English, The Colorado College



Publications & Seminar Presentations

- Presenter, *Workplace Investigations, Independence and Conflict Issues*, National Labor & Employment Law Symposium, Park City Utah, February 6, 2023
- Presenter, *Let's Start a Bar Fight, How Do YOU Capture The Witness Statement?*, Plenary Session, Association of Workplace Investigators Annual Conference, Burlingame California, October 13, 2023
- Presenter, *Panel Discussion Workplace Investigations*, Colorado Defense Lawyers Association Annual Conference, Snowmass, Colorado, August 6, 2023
- Author, *Colorado Judicial Branch Investigation Report Assessment of Workplace Culture*, Denver, CO July 11, 2022.
- Trainer, *Workplace Investigations Training Bootcamp*, Private Employer, March 29, 2022.
- Presenter, *High Stakes Investigations into High Profile Harassment*, National Labor and Employment Symposium, Conference Presentation, Steamboat Springs, CO (Feb. 7, 2022)
- Presenter, *Remote Investigations: How to Effectively Handle Complaints of Misconduct from Anywhere*, Colorado Bar Association Spring Law Update, Webinar, April 9, 2021
- Presenter, *Pandemic Lessons: Wins and Losses*, Colorado City and County Management Association, Connection Forum Webinar, January 28, 2021
- Presenter, *Investigating Race Claims*, Colorado Bar Association Annual Labor and Employment Law Conference, Webinar, October 6, 2020
- Presenter, *Workplace Investigations: Two-Hour Boot Camp*, High Country Human Resources Association / SHRM, Webinar (June 19, 2020)
- Presenter, *Working Virtually? Returning to a New Normal? Pitfalls to Avoid*, Lawbank Lunch and Learn Presentation, Webinar, May 28, 2020
- Presenter, *Workplace 2020: Post Covid19 Punchlist for Municipal Employers*, Colorado City and County Management Association, Webinar (May 12, 2020)
- Presenter, *Workplace 2020: The New Normal (post Covid)*, ILG Client Webinar (April 29, 2020)
- Presenter, *Why Employees Really Sue*, National Labor & Employment Law Symposium, Park City UT, January 9, 2020
- Presenter, *Who's on First? Ethical Considerations in Workplace Investigations*, Colorado Bar Association Lunch and Learn, December 19, 2019
- Presenter, *He Said, She Said, Now What?*, Colorado Bar Association, Annual Labor and Employment Law Conference, Vail CO October 4, 2019.
- Presenter, *The NextGen Workplace*, Colorado SHRM state conference, Keystone CO, October 3, 2019
- Presenter, *Sexual Harassment Investigations*, Colorado Municipal Lawyers Annual Seminar on Employment Law, Greeley CO, September 27, 2019
- Presenter, *Investigation Master Class for Defense Counsel*, Colorado Bar Association, Denver CO, September 24, 2019
- Presenter, *He Said, She Said, Now What?*, LawBank Lunch and Learn Presentation, Denver CO, April 9, 2019
- Presenter, *Ignorance is NOT Bliss: Workplace Investigations Basics*, Craft Brewers Association Conference, Denver, CO, April 8, 2019



- Presenter, *The Harassment-Free Legislative Workplace: A NextGen Approach*, Conference of State Majority Leaders, 6th Annual Meeting, Chicago, IL, June 15, 2018
- Presenter, *What's New in Workplace Investigations*, Boulder County Bar Association, Boulder, CO, April 10, 2018
- Author, *Workplace Culture Assessment and Recommendations*, the Colorado General Assembly, April 2, 2018
- Presenter, *Workplace Investigations: Overcoming Difficult Issues*, National Labor & Employment Law Symposium, Vail CO, January 3, 2018
- Author, *Workplace Investigations in Colorado*, Practitioner's Guide to Colorado Employment Law, Colorado Bar Association, January 2018
- Presenter, *Workplace Investigations: Overcoming Difficult Issues*, National CLE Conference, American Bar Association, Vail, CO, January 2018
- Presenter, *What's New in Workplace Investigations*, Annual Employment Law Conference, Colorado Bar Association, October 2017
- Presenter, *Achieving Excellence in Conducting Workplace Investigations, Two Day Training Program*, Denver, CO, February 3-4, 2016
- Presenter, *Discovery Issues in Workplace Investigations*, Labor & Employment Law Program of the National CLE Conference, The Law Education Institute, Vail, CO, January 2016
- Presenter, *You Did What? Workplace Investigation Mistakes That Will Cost You Dearly*, Labor & Employment Law Program of the National CLE Conference, American Bar Association, Vail, CO, January 2015
- Presenter, *Workplace Investigations Basics, Full Day Training*, Association of Workplace Investigators, Denver, CO, October, 2014
- Presenter, *Investigations 900: Practical Guidance for High Level Internal Investigators*, Denver, CO, October 2014
- Presenter, *Performance Management and Investigations 101*, Employment Law 101 CLE, New Hampshire Bar Association, Concord, NH, November, 2013
- Presenter, *Why Comply? The Practical Side of Employment Law Issues*, Berthoud, CO, June, 2013
- Presenter, *Internal Investigations, Do's and Don'ts*, the Cable and Telecommunications Human Resources Association, National Symposium, Baltimore, MD, May 2013
- Co-Author, *Capturing the Witness Statement*, Association of Workplace Investigators Journal, July 2013
- Co-Author with Steven M. Gutierrez, COLORADO METHODS OF PRACTICE: 2009 - 2012 Editions, Chapter 19 "Colorado Employment Law" (West 2004).
- Presenter, *It's Written All Over Your Face! Or Is It? Making Credibility Determinations in Investigations,* Association of Workplace Investigators Annual Conference, Oakland, CA, November 2012
- Presenter, *They Said What?!? Managing Social Media Risks in Education Abroad*, NAFSA 2011 Annual Conference & Expo, Vancouver B.C., June 2011
- Presenter, *All A-Twitter About Social Networking*, American Arbitration Association Webinar and Presentation at Annual AAA Conference in Orlando FL, February and



November 2010

- Presenter, *Social Media Policies in the Workplace*, Colorado Bar Association 2010 Employment Law Conference, May 2010
- Presenter, *Current Issues in Independent Investigations*, Annual Employment Law Conference, Colorado Bar Association, February, 2007
- Presenter, *Drafting Compensation and Other Employment Agreements*, the Business Document Drafting Series, Colorado Bar Association, November 2008 and May 2006
- Presenter, *Signing on the Dotted Line: What Every Employer Should Know About Hiring Independent Contractors*, Colorado Bar Association (March, 2007).
- Presenter, *Emerging Legal Issues in Employee Blogging*, Hot Topics In Employment Litigation, Colorado Bar Association, June 2006
- Author, *Navigating the Blogosphere In The Workplace*, The Computer and Internet Lawyer, April, 2007, reprinted with permission from The Colorado Lawyer Vol. 35, May 2006
- Presenter, *Bloggling in The Workplace*, Association of Corporate Counsel Presentation, March, 2006
- Author, *Employment Investigations: Why Are They Necessary And When Are They Required?* Denver Business Journal (January 6, 2006)
- Presenter, *Investigating a Claim*, The ABCs of Employment Law Practice and Procedure, Colorado Bar Association (April 2005)
- Co-Author, *A Survey of Outrageous Conduct Under Colorado Law: Parts I and II*, The Colorado Lawyer Vol. 28 (Feb. & March 1999)
- Author, *Private Acts, Social Consequences: AIDS and Politics of Public Health*, Commentaries (1990)

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