

# Kathryn Schear - Bio

## M.A. in Conflict Resolution

Former EEOC mediator who has mediated over 500 EEOC cases

- Senior mediator and alternative dispute resolution professional with over seventeen years experience successfully resolving complex workplace disputes in the private sector with Fortune 500 companies, non-profits, city and state government entities to reach a mutually acceptable resolution in cases involving allegations of employment discrimination.
- Mediates employee disputes for Claremont EAP, who assists over 200 employers in Northern California with comprehensive programs that enhance employees' benefits, improve productivity, solve HR risk management problems and lower health care costs.

- Experience mediating cases involving Title VII, ADEA and ADA issues including sexual harassment, reasonable accommodation, retaliation, gender, race and national origin.

- Has coached over 300 employees and managers in workplace communication skills

- A pragmatic mediation style designed to help the parties better understand their options and offer them other ways of communicating so as to improve their overall working relationship. "Work It Out" was chosen as it best describes this practical results-oriented emphasis.

- Strong ability to think outside the box to develop creative solutions.

- Extensive experience mediating EEOC charges with an ability to provide an evaluation of the validity of claims.

- Expertise in developing rapport quickly with a diverse clientele.

- Successfully mediated over 350 cases where either one or both parties were represented by Counsel. Skilled in resolving both union and non-union disputes.

- Taught dispute resolution strategies to mediation participants to avoid future workplace disruptions.

- Ability to diffuse tense and hostile situations with humor and empathy.

- Skilled in breaking impasses with intractable parties.

- Seven years mediating disputes involving individual and business conflicts for San Francisco Community Boards.

- A demonstrated ability to win the cooperation of the participants when issues were sensitive and the parties were hostile and resistant to compromise.

- Writing an on-going series for Allbusiness.com:

- &ldquo;Ten Tips from an EEOC Insider on How To Succeed at an EEOC mediation&rdquo;

- Wrote articles for Workforce Management On-Line Magazine:

- "10-Plus Tips for Succeeding in an EEOC Mediation: Part One"

- "10-Plus Tips for Succeeding in an EEOC Mediation: Part Two"

- Interviewed for articles in San Francisco Chronicle&rsquo;s Career Section:

- &ldquo;Resolving Workplace Conflicts: Mediation can help you make the best of a bad work environment&rdquo;

- "Clashing Coworkers" &ldquo;What I appreciate most about Kathryn&rsquo;s sensibilities as a mediator is her creativity.&rdquo;

- &mdash;Michael Lucey at Gordon & Rees LLP