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# Cynthia Gitt, Esq. *Arbitrator/Mediator*

An employment lawyer since Title VII was in its infancy, Cynthia Gitt has 45 years of experience as a litigator representing all sides of the employment community: first the EEOC, then exclusively plaintiffs, then exclusively employers and individual defendants, and now a mix. Ms. Gitt has been recognized as a **Super Lawyer** in employment every year since that program began in 2004. Ms. Gitt has served as an arbitrator since 2014, and received the following accolade from one party: "I wanted to take this moment to sincerely thank you, on behalf of my client and I, for all your care and attention to this case. Your willingness to give both sides a fair shake, your willingness to give both sides opportunity to address or otherwise resolve issues, and your clear desire to do justice were beyond compare. Thank you again for doing justice and for your service as an arbitrator in our case."

## Practice Areas

As a highly respected lawyer since 1971, Ms. Gitt has practiced in all aspects of employment law and in individual, collective, class actions and multi-party cases, including cases involving discrimination, wrongful termination, sexual harassment, accommodation of disabilities, retaliation, whistleblowing, employee misconduct, trade secrets, unfair competition, wage-hour violations, ERISA claims, unfair labor practices, collective bargaining agreements, labor arbitrations, workers' compensation 132a cases, and just about anything else related to employment. Ms. Gitt also has served as an investigator and expert witness regarding such claims. She has practiced in California and Arizona, where she is admitted, and *pro haec vice* in Colorado, Idaho, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming. She has argued cases before the Fourth, Sixth, Ninth and Tenth Circuit Courts of Appeal.

## Experience

Ms. Gitt began her career as a trial attorney with the Equal Employment Opportunity Commission, first in the Office of the General Counsel in Washington, D.C. and then with the San Francisco Litigation Center. Ms. Gitt then ran an EEOC-funded Employment Discrimination Clinic at Wayne State University Law School, where she supervised students and tried cases. After moving to Los Angeles, Ms. Gitt worked for Morgan Lewis & Bockius, Ford & Harrison, and Epstein Becker & Green representing employers in all sorts of employment matters and union organizing settings. In 2006, Ms. Gitt was a co-founder of Brown Gitt Law Group in Pasadena, where she is still located. Prior

to becoming an arbitrator and mediator, Ms. Gitt participated in hundreds of these proceedings as an advocate, and knows the ropes. Ms. Gitt is in the midst of winding down her practice in order to become a full-time neutral.

## Organizations & Achievements

- Member: Labor & Employment Law, Litigation and Senior Lawyer Sections, Los Angeles County Bar Association; California Association of Workplace Investigators
- Recognized as **Super Lawyer** since 2004
- Recognized as **Top Attorney of North America**, 2015-2016, Who's Who Directories
- **AV Preeminent** for more than 25 years
- Recognized by *Lawyers of Distinction* as a **Lawyer of Distinction in Employment and Labor Law** 2016

## Education & Training

- American Arbitration Association Mediator Training, 2016; Arbitrator Training, 2016, 2014
- Straus Institute for Dispute Resolution, Arbitration Training, 2005
- Masters in Psychology, Pepperdine School of Education and Psychology, 2012
- J.D. with Honors, George Washington University, 1971
- B.A., Wheaton College (Massachusetts), 1968

*Cynthia Gitt is available throughout the Western states.*