

# **CODE OF CONDUCT**

**California Democratic Party**  
**Proposed Candidates for Code of Conduct Policy**

**Independent Ombudsperson**

John Trasviña has devoted his professional and personal life to public and community service in California and nationally. A San Francisco native, John is a graduate of Lowell High School, Harvard University and Stanford Law School. President Biden appointed him to be Principal Legal Advisor to the Director of Immigration & Customs Enforcement at the U.S. Department of Homeland Security. He served from January 20 through September, 2021. Previously, he was California Executive Director of Generation Citizen, a national non-profit organization promoting middle and high school civics instruction and youth civic engagement. In 2022, he was appointed to the San Francisco Board of Appeals.

President Obama appointed John to be Assistant Secretary for Fair Housing & Equal Opportunity in the U.S. Department of Housing & Urban Development (HUD). President Clinton appointed John to be Special Counsel for Immigration Related Unfair Employment Practices at the U.S. Department of Justice. He was confirmed unanimously by the U.S. Senate for both appointments. Previously, he was general counsel and staff director for the U.S. Senate Judiciary Subcommittee on the Constitution.

In community service, he was President & General Counsel of the Mexican American Legal Defense & Educational Fund (MALDEF), Vice President of the Hispanic National Bar Association and chair of the National Hispanic Leadership Agenda, a coalition of 29 national and regional organizations that develops a national policy platform in U.S. presidential elections. He also served as a member of the San Francisco Elections Commission, Redistricting Task Force and chaired the Voting Rights Subcommittee of the Citizens Advisory Committee on Elections. He was one of the first student members of the Board of Education in 1976. As an educator, he was Dean of the University of San Francisco School of Law and taught immigration law and policy at Stanford Law School. Until joining the Biden Administration, he was President of the Lowell High School Alumni Association and Vice Chair of California Law Pathways (to diversify the legal profession). He currently serves on the American Bar Association Advisory Commission on Public Education and the Board of Counselors of the U.S. Senator Paul Simon Public Policy Institute at Southern Illinois University. Over his career, he has been honored for his civil rights work by leading organizations in the Latino, Asian American and African American communities.

## **Independent Investigators**

### **Florencia Albert**

Florencia Albert graduated UCLA magna cum laude and Phi Beta Kappa and received her law degree from Georgetown University, where she was a Public Interest Law Scholar. Her law experience rests on 24 years in employment law, with 10 of those incorporating family law, wills and trusts, and mediation of litigated and pre-litigation disputes. As an employment lawyer, Florencia has represented both employers and employees in all employment matters from advising on policies and procedures to investigating and litigating discrimination, harassment and wage and hour issues.

<http://www.florenciaalbertlawgroup.com/>

### **Sue Ann Dermeyden**

Sue Ann Dermeyden has handled hundreds of lawsuits and investigations on all types of employment matters, including claims of discrimination, harassment, retaliation, whistleblower retaliation, substance abuse, threats of violence, assault, sexual assault, theft, fraud, embezzlement, violations of company policies, wage and hour violations, conflict of interest and other forms of alleged misconduct and performance related issues. Sue Ann is also an experienced investigator in Title IX sexual assault, and is a shareholder of T9 Mastered, a training company focused on educating Title IX sexual assault investigators.

<https://vmlawcorp.com/our-team/sue-ann-van-dermyden-senior-partner/>

### **Katherine Edwards**

Katherine Edwards has specialized in employment law disputes since 1989, initially as an advocate, and currently as a full-time neutral. She has been a private mediator since 2000. In addition, Ms. Edwards is an experienced, independent investigator having conducted hundreds of investigations in both the private and public sectors. Ms. Edwards is experienced in all areas of employment law, e.g., retaliation, discrimination, harassment and related torts, public policy violations, defamation, privacy rights, contract disputes, wage & hour, and wrongful termination.

<http://www.katherinejedwards.com/information/bio.html>

### **Amy Oppenheimer**

Amy Oppenheimer is a leading expert in the field of workplace investigations. She has over 30 years of experience in employment law, as an attorney, investigator, arbitrator, mediator, and trainer for a large range of employers and employees – public and private, large and small – throughout the country. She is also a retired administrative law judge. Her areas of expertise

include preventing workplace harassment and responding to allegations of harassment, investigating workplace harassment, discrimination, retaliation, whistleblower claims, diversity in the workplace, how unconscious bias impacts decision-making, and other forms of workplace misconduct.

<https://amyopp.com/our-team/>

### **Louise Renne**

Louise Renne is a founding partner of Renne Public Law Group and was previously a founding partner of Renne Sloan Holtzman Sakai Public Law Group. She leads the firm's public interest litigation. Ms. Renne pioneered the model of public interest plaintiff coalitions comprised of government agencies, individuals, and non-profit organizations during her 16-year tenure as San Francisco City Attorney. [https://rennepubliclawgroup.com/team\\_member/louise-renne/](https://rennepubliclawgroup.com/team_member/louise-renne/)

### **Andrea Kelly Smethurst**

Andrea Kelly Smethurst has conducted hundreds of investigations for both public and private employers in response to employee complaints of harassment, discrimination, retaliation, bullying, and other alleged employee misconduct. Andrea speaks Spanish fluently and regularly conducts investigations in which she interviews witnesses in Spanish. Andrea also provides expert witness testimony on the adequacy of workplace investigations, training, policies and other employment-related matters. Andrea has served as an Equal Employment Opportunity Monitor and Decree Monitor for employers required to implement a monitoring program.

<https://www.andreakellylaw.com/>

### **Kelly Trainer**

Kelly Trainer is a partner in Burke's Orange County office, representing employers in labor and employment law matters. Kelly has represented and advised employers on matters involving numerous federal and state law claims, including discrimination, harassment, retaliation, disability and leaves of absence, wrongful termination, leaves of absence, wage and hour, freedom of speech and association, and privacy. In addition, Kelly's practice includes representation of public employers in areas unique to public employment such as due process, disciplinary procedures, the MMBA, CalPERS, the Public Safety Officers Procedural Bill of Rights, and the Firefighters Procedural Bill of Rights.

<https://www.bwslaw.com/meet-our-people/kelly-a-trainer/>

## **Conduct Commission Members**

### **Nancy Cohen**

Nancy L. Cohen is an award-winning author, historian, and leading national expert on gender and American politics. She is the author of four books, including Breakthrough, on women, gender and politics in contemporary America, Delirium: The Politics of Sex in America, on sex,

feminism, and political polarization, and The Reconstruction of American Liberalism, on the politics of economic inequality in post-Civil War America.

<http://nancylcohen.com/about/>

### **J Timothy Davis**

Timothy Davis is a partner in Burke, Williams & Sorensen's Silicon Valley office and is Chair of the firm's Labor and Employment Law practice group. Tim has tried to verdict employment cases in both federal and state courts, and has conducted over 70 employment arbitrations. Tim engages in litigation matters in actions involving state and federal law, such as Title VII, the California Fair Employment and Housing Act, Americans with Disability Act, Age Discrimination and Employment Act, Family and Medical Leave Act, California Family Rights Act, California Pregnancy Disability Act, Public Safety Officers Procedural Bill of Rights, and wage and hour issues, including wage and hour class actions.

<https://www.bwslaw.com/meet-our-people/timothy-l-davis/>

### **Jarrett Barrios**

Jarrett Barrios serves as the Senior Vice President of Strategic Community & Programmatic Initiatives for the California Community Foundation. At the Foundation, he leads all CCF programmatic initiatives, marketing, communications, policy and advocacy.

Prior to CCF, Barrios has served as CEO of American Red Cross of Los Angeles, prior to which he was the CEO and General Counsel at GLAAD and the President of the Blue Cross Blue Shield of Massachusetts Foundation. From 1999 to 2007, he served in the Massachusetts legislature, first in House of Representatives and then as the first Latino and first openly gay man elected to the Senate where he chaired the Public Safety & Homeland Security Committee and was the Vice Chair of the Health Care Committee. Barrios serves as the appointed vice-chair of the Covered California Board of Directors, is the past president of the Los Angeles County Human Relations Commission, and serves on the boards of the Mayor's Fund for Los Angeles, Nathan Cummings Foundation in New York City, and the Center on Law and Social Policy in Washington, DC. He has previously served as vice-chair of the Planned Parenthood Action Fund in New York, and on the boards of Families USA and the National Hispanic Caucus of State Legislators. Barrios earned his A.B. magna cum laude in Social Studies from Harvard College and his J.D.cum laude from Georgetown University Law Center. He is currently a candidate for an M.P.H. from California State University in Los Angeles.

### **Angela J. Reddock-Wright**

Named a "Top California Employment Lawyer" by the Daily Journal and one of Los Angeles' "Most Influential Minority and Women Attorneys" by the Los Angeles Business Journal, Angela Reddock-Wright is a recognized employment and labor law attorney, workplace and Title IX

investigator, mediator, arbitrator, and Alternative Dispute Resolution (ADR) professional. Ms. Reddock-Wright merges her experiences as a lawyer, business owner, elected and appointed government official, and volunteer in the civic and non-profit sectors to provide practical and powerful advice to clients across the business, political, educational, and non-profit landscapes.

<https://www.reddocklaw.com/angela-reddock-wright/>

#### **Judge John True (Ret.)**

After almost 29 years practicing law and 11 years on the Alameda County Superior Court, John True is now a full-time mediator, arbitrator, and fact-finder. He is also a part-time adjunct law professor. Although his primary experience has been in the field of labor and employment law, he has also handled a wide variety of other cases, including contract disputes, torts, property matters, malpractice cases (both medical and legal), and construction defect cases.

<https://www.adrservices.com/neutrals/true-john/>

#### **Conduct Commission Alternates**

##### **Amy Oppenheimer**

<https://amyopp.com/our-team/>