

Maria H. Joseph  
Attorney at Law | Mediator  
18R St. Martin St., Charlestown, MA 02129  
(617) 737-0800

## EXPERIENCE

### Joseph Mediation

November 1999 to present

**Mediation, Conflict Resolution:** Mediating and managing organizational and workplace disputes in all areas of employment, union grievances and related business matters involving Federal and State claims, individual and intersectional, of discrimination, harassment, wrongful termination, wrongful constructive discharge, retaliation, misclassification, whistleblowing, wage & hour infractions, non-competition agreements, Massachusetts Equal Pay Act (MEPA), defamation, pre-filed and pending charges with the MCAD/EEOC, State and Federal courts, business disputes and agreements, intellectual property, trade secrets, general contractual disputes, reductions in force and others. Mediate with private and public sector clients, unions, international and domestic businesses, and small, large and family-owned concerns, as well as represented and pro-se individuals. Conduct workplace investigations regarding complaints of discrimination and harassment.

### Harvard University Law School, Cambridge, MA

March 2019 to present

**Title IX Adjudicator Panelist** - Qualified to identify, evaluate and respond to sexual and gender-based complaints and their harm to equal opportunity in an impartial, unbiased, and independent manner. Possess relevant expertise and experience in receiving reports of sexual or gender-based harassment and supervising resolution of complaints.

### Massachusetts Commission Against Discrimination, Boston, MA

February 2000 to August 2016

**Creation, implementation, administration and management of the Early Intervention Pro Se Mediation Program:** Mediated all range of cases filed at the MCAD, including employment, housing, education and public accommodation matters, involving private and public sector parties, unions, international and domestic businesses, and small, large and family-owned concerns, as well as represented and pro-se individuals. Maintained strict confidentiality standards and firewall within the Commission, observing compliance with MGL c. 233, s.23C, and defended same regardless of inquirer or Commission status. Oversaw mediators and interns involved in the mediation and administration of cases serviced by the Program. Recorded and tracked data regarding said cases and outcomes. Provided data analysis and substantive content for Annual Reports. MCAD Certified Trainer, conducted Anti-Discrimination/Diversity Training to wide range of entities including businesses, educational institutions, and municipalities.

**RECOGNITION:** Commonwealth of Massachusetts' John Dunlop Dispute Resolution Award for Innovative System Design (Early Intervention Mediation Program, MCAD)

### Law Office of Maria H. Joseph

Los Angeles, CA

January 1994 - circa December 1999

Worcester, MA

January 1999 - circa January 2000

**Litigation:** Plaintiff and defendant representation in the litigation of employment and business matters involving Federal and State claims of discrimination, harassment, wrongful termination, Anti-Slapp suits, breach of contract, software agreements, non-competition agreements, real estate contracts, trade secrets, intellectual property, and others. Responded to the California Department of Fair Employment and Housing (DFEH) charges of discrimination. Propounded and answered discovery. Conducted and defended depositions. Conducted investigations regarding discrimination and harassment. Provided strategic consultation, conducted litigation and motion practice, and provided research, writing and analysis from intake through trial.

Law Offices of Alfred Landegger (Now Landegger & Barron)

Sherman Oaks, CA

June 1991 - January 1994

Encino, CA

June 1998 - circa December 1999

**Litigation:** Defendant support and representation in employment litigation regarding matters of Federal and State claims of discrimination, harassment, wrongful termination, wrongful constructive discharge, wrongful termination in violation of public policy, breach of contract, defamation, RICO claims, and others. Responded to California Department of Fair Employment and Housing (DFEH) charges of discrimination. Propounded and answered discovery. Conducted investigations regarding discrimination and harassment. Provided strategic consultation, conducted litigation and motion practice, and provided research, writing and analysis.

TRAINING

**Harvard Law School Program on Instruction, Mediation, Cambridge, MA**

**Harvard Law School Program on Instruction, Negotiation, Cambridge, MA**

**Family Law/Domestic Mediation Training, Cambridge Dispute Settlement Center, Cambridge, MA**

**Advanced Transformative Mediation, Mediation Works, Inc., Boston, MA**

**Basic Mediation Training, Mediation Works, Inc., Boston, MA**

**MCAD Certified Anti-Discrimination/Diversity Trainer, Boston, MA**

BAR LICENSES

California - 1992

Massachusetts - 1993

Washington, DC - 1994

Colorado - 1999

EDUCATION

J.D. Whittier College School of Law  
1992 Los Angeles, California

B.A. Juniata College  
1987 Huntingdon, Pennsylvania  
Program of Emphasis: Philosophy-Life Science - Literature  
1983- Boston University  
1985 Boston, Massachusetts  
Study Focus: Pre-Med

SKILLS

Exceptional diplomacy, writing and speaking abilities and cross-tier and cross-cultural interpersonal skills. Excellent legal, general research and analytical skills.