

CAMILLE HAMILTON PATING

PRINCIPAL

TEL:
510.808.2176

EMAIL:
cpating@meyersnave.com

OFFICE:
Oakland

LANGUAGES:
English



Camille is brought in for the most complex, sensitive, and high-profile investigations of elected officials, executives, police and fire chiefs, and board members.

Camille Hamilton Pating chairs Meyers Nave's [Workplace Investigations](#) and [Labor Law](#) practices. Over 40 years she has conducted more than 350 investigations for California's cities, counties, universities, special districts, health plans, nonprofits, and private employers, focused on the people at the top of the organization and often while the story is already in the news.

Her reports are objective and built to be highly usable by employers, with findings mapped to the organization's own policies and the law behind them. Their defensibility comes from the rest of her career. She is a litigator defending employers in court, arbitration, and disciplinary hearings, and much of her work is with sworn workforces, the most procedurally protected employees in California, where one misstep under the Public Safety Officers or Firefighters Procedural Bill of Rights can undo everything. She interviews and writes to withstand scrutiny in any forum and uses plain English to explain how she reached every finding.

Camille's work often begins before an investigation and continues after it. Clients bring her in to decide whether an investigation is warranted at all, to scope it, to supervise the ones they run themselves, or to resolve a complaint another way. When an investigation ends, she often stays for the discipline that follows, the policy that let the problem happen, and the [audits](#) and [training](#) that keep it from happening again.

Camille was doing this work long before most law firms had a practice for it. She began as a member of the team that conducted the internal affairs investigation of the BART police shooting of Oscar Grant, when workplace investigations were only starting to organize as a legal field, and she helped make it a discipline employers now seek from outside counsel. That history is why clients of all sizes ask her to conduct investigations at the highest levels of their ranks and help them build stronger workforces to avoid disputes altogether.

EDUCATION

University of California, Los Angeles, School of Law, JD, 1985

Stanford University, BA, Political Science, 1982

ADMISSIONS

California, 1986 – Bar No. 122890

U.S. District Court, Northern District of California

PRACTICE AREAS

Labor & Employment

Advice & Counsel

Labor Law

Litigation & Dispute Resolution

Training

Workplace Investigations

HONORS & AWARDS

- [Top Labor & Employment Lawyers](#), *Daily Journal* (2020–2024)

PROFESSIONAL & COMMUNITY AFFILIATIONS

- The State Bar of California, Member
- HR.com/Next Concept HR Association, Board Member, Future of Diversity, Equity & Inclusion Advisory Board, (2021)
- California Public Employers Labor Relations Association, Member
- The Bar Association of San Francisco, Member, Women's Impact Network Steering Committee
- National Association of African Americans in Human Resources, Northern California Chapter, Member
- Association of Workplace Investigators, Member
- Women Lawyers of Alameda County, Member
- California Women Lawyers, Member
- Anti-Fraud Alliance, Member
- Municipal Management Association of Northern California, Member
- Charles Houston Bar Association, Member
- California Lawyers Association, Labor and Employment Law Section, Member
- Filipino Bar Association of Northern California, Member

PRESENTATIONS & PUBLICATIONS

- Presenter, "Anti-Harassment Training" – *Meyers Nave Seminar* (July 8 & 10, 2026)
- Presenter, "DEI Now: Rebranding or Dismantling?" – *2025 California Public Employers Labor Relations Association Annual Training Conference* (November 20, 2025)
- Author, "Internal Investigations: Getting to the Bottom of Things without Getting Bugged Down" – *Meyers Nave Client Alert* (October 30, 2025)
- Presenter, "DEI Now: What Employers Need to Know" – *Meyers Nave webinar* (April 10, 2025)
- Presenter, "Moving Diversity, Equity & Inclusion Programs Forward: An Employer's Road Map" – *California Public Employers Labor Relations Association Annual Training Conference* (November 17, 2021)

- Presenter, "City Attorney Practicum: COVID-19 Return to Work – Navigating the New Landscape" – *League of California Cities* (June 9, 2021)
- Moderator, "Session 2C: After a Year of Racial Reckoning – Where Are Women of Color?" – *Women of Color Conference, California Minority Counsel Program* (May 20, 2021)
- Presenter, "COVID-19 Return to Work Plan: Who Returns, When, Where & How" – *Meyers Nave webinar* (April 28, 2021)
- Presenter, "COVID-19 Return to Work Issues: How to Navigate the Changing Landscape for Your Return to Work Plan" – *HR West Virtual Conference* (March 17, 2021)
- Presenter, "Raising Awareness: Recognizing & Managing Implicit Bias" – *Hayward Area Recreation and Park Institute* (February 22, 2021)
- Presenter, "Organizational Transformation: A Conversation on Diversity, Equity & Inclusion" – *Association of Women in Water, Energy and Environment* (February 4, 2021)
- Presenter, "COVID-19 Vaccination Policies: Options, Issues and Considerations for Employers" – *Meyers Nave webinar* (February 3, 2021)
- Presenter, "COVID-19 Vaccinations: What California Employers Need To Know" *Meyers Nave webinar* (February 3, 2021)
- Roundtable Facilitator, "COVID-19: Workplace Considerations" – *California Association of Sanitation Agencies Winter Conference* (January 27, 2021)
- Author, "Mandatory vs. Voluntary COVID-19 Vaccination Policies: What California Employers Need To Know" – *Meyers Nave Client Alert* (January 15, 2021)
- Moderator, "Overcoming the Imposter Syndrome, Women of Color Forum" – *California Minority Counsel Program's Annual Business Conference* (September 22, 2020)
- Presenter, "Employee Resource Groups – Supporting Diversity or Widening The Divide?" – *HR West Conference* (2020)
- Presenter, "Lessons Learned from Workplace Investigations in the #MeToo Era" – *County Counsels' Association Employment Law Conference* (2020)
- Author, "SB 778 Requires Employers to Provide New Harassment Prevention Training by January 1, 2021" – *Meyers Nave Client Alert* (January 2020)
- Author, "Employers' Dilemma: Comply Now with New Employment Laws or Wait Out Court Challenges?" – *Meyers Nave Client Alert* (January 2020)
- Presenter, "2020 Labor Law Update" – *National Association of African Americans in Human Resources, Northern California Chapter* (2019)
- Author, "AB 5: Clarity for Some Employers, Uncertainty for Others" – *Meyers Nave Client Alert* (September 2019)
- Presenter, "How to Conduct #MeToo Investigations that Stand Up in Litigation" – *Next Concept HR Association's California Legal & Legislative Summit* (2019)
- Author, "SB 778 Extends Employers' Deadline for Providing New Harassment Prevention Training" – *Meyers Nave Client Alert* (September 2019)
- Presenter, "Lessons Learned from Workplace Investigations in the #MeToo Era" – *San*

Mateo County Bar Association Labor & Employment Section (2019)

- Presenter, “#MeToo Movement in Local Governments” – *County Counsels Association’s Employment Law Conference* (2019)
- Presenter, “Identifying and Minimizing Implicit Bias” – *21st Annual Northern California Eminent Domain Conference, CLE International* (2019)
- Presenter, “California’s Top 5 New Employment Laws in Response to the #MeToo Movement” – *California Special Districts Association Annual Conference* (2019)
- Author, “The Rights of Transgender and Non-Binary Employees” – *Daily Journal’s “Top Labor and Employment Lawyers” issue* (July 10, 2019)
- Author, “California Lawmakers Ban Workplace Discrimination Based on Hairstyle” – *Society for Human Resource Management California Newsletter* (July 9, 2019)
- Author, “New Law Targets Discrimination Based on Hair Style” – *Daily Journal* (July 8, 2019)
- Presenter, “The Future of Workforce Development” – *Skywalker Ranch Leadership Summit Series* (2019)
- Presenter, “Lessons from #MeToo: Is Your Work Culture Inclusive Enough to Prevent Bias & Harassment Claims?” – *California Association of Museums Annual Conference* (2019)
- Presenter, “Ethical Issues that Most Frequently Entrap City Managers” – *League of California Cities’ City Managers Conference* (2019)
- Author, “California’s Top 5 New Employment Laws in Response to the #MeToo Movement” – *Meyers Nave Client Alert* (October 2018)
- Presenter, “Discipline that Sticks – How to Create Your Best Record for Arbitration” – *California Public Employers Labor Relations Association Annual Training Conference* (2018)
- Presenter, “Labor Law Update” – *National Association of African Americans in Human Resources, Northern California Chapter* (2018)
- Presenter, “Investigating Disability Discrimination” – *Alameda County’s Disability Employment Awareness and Training Conference* (2018)
- Presenter, “The Next Phase of Workplace Misconduct Claims and the Elimination of Bias” – *Clear Law Institute webinar* (2018)
- Author, “#MeToo’s Impact on Harassment Policies” – *Investigations and Training, Daily Journal’s “Top Labor and Employment Lawyers” issue* (July 18, 2018)
- Presenter, “Not Yet Illegal: Addressing Bias Issues and the Next Phase of Workplace Misconduct Claims” – *CLE International Conference* (2018)
- Presenter, “Workplace Investigations: Facing High-Risk Situations” – *CLE International Conference* (2018)
- Moderator, “High Stakes & High Risks: Strategies for Handling High-Profile Litigation” – *Meyers Nave/California Minority Counsel Program seminar* (2018)
- Presenter, “Recognizing Implicit Bias for Human Resources Professionals” – *National*

Association of African Americans in Human Resources (2018)

- Quoted, “A Look Back on Same-Gender Sex Harassment” – *Daily Journal* (January 29, 2018)
- Quoted, “California Legislation and Regulations to Watch in 2018” – *Law360* (January 1, 2018)
- Quoted, “Year in Review: Hollywood Harassment Allegations” – *Daily Journal* (December 27, 2017)
- Presenter, “Elimination of Bias: Bias Issues that May Arise in the Land Use Context” – *CLE International’s Land Use Law Conference* (2017)
- Author, “DFEH Issues Workplace Harassment Guide for California Employers” – *Meyers Nave Client Alert* (2017)
- Presenter, “Investigative Reports and the California Public Records Act: Protecting Privileges in Internal Investigations” – *California Public Employers Labor Relations Association Annual Training Conference* (2016)
- Presenter, “New Issues in Employment Investigations” – *International Municipal Lawyers Association Annual Conference* (2016)
- Presenter, “New Challenges for Employers: Diversity Initiatives & Implicit Bias” *Southern California Public Labor Relations Council* (2015)
- Presenter, (New Challenges for Employers: Diversity Initiatives & Implicit Bias” – *Meyers Nave webinar* (2015)
- Presenter, “Get Ready for the New Claims: Workplace Bullying and Subtle Bias” *Meyers Nave webinar* (2015)

REPRESENTATIVE EXPERIENCE

- **University of California — Investigations Across the System.** Investigations for many campuses and the Regents, including multiple matters involving widely-publicized allegations of discrimination, antisemitism, and harassment during encampment protests. Work included fact-finding into protest activity, faculty response and faculty arrests, applying the Anti-Discrimination Policy, the Expressive Activity Time, Place and Manner Policy, PACAOS 100.00, the Student Conduct Procedures, and Regents Policy 2301, with a forensic video expert reconstructing the timeline; and an investigation of racial bullying of two Black college students that drew public protests and the involvement of the NAACP.
- **Santa Clara Valley Water District — Misconduct and Harassment Investigation.** Investigated allegations of misconduct, bullying, discriminatory harassment, sexist behavior, abusive conduct, and improper direction of staff by elected officials and District executives, covering more than sixty claims across two reports. Every charge and counter-charge was politically contested and closely covered by local media.
- **City of Palm Springs — Mayor Intercom Surveillance Investigation.** Investigated

allegations that a former mayor used an intercom system to videotape and eavesdrop on colleagues.

- **City of Oroville — Mayor Gender Discrimination Investigation.** Investigated gender discrimination allegations brought by two female council members against the mayor.
- **Bay Area Rapid Transit District (BART) — Officer-Involved Shooting Investigation.** Member of the team that conducted the internal affairs investigation into the BART police officer-involved shooting death of passenger Oscar Grant at the Fruitvale station.
- **Police Chief Investigation.** Investigated allegations of discrimination, sexual harassment, and retaliation brought by senior police supervisors against the police chief of a large city, returning more than 60 findings in 60 days.
- **Law Enforcement Whistleblower Inquiry.** Independent investigation into discrimination and whistleblower allegations raised by a police officer and a police manager, reaching both the individual claims and the systemic questions they raised about equal employment obligations and internal reporting.
- **Elected City Assessor-Recorder Sexual Harassment Investigation.** Investigated allegations that an elected City Assessor-Recorder engaged in sexual harassment of male and female employees.
- **Elected County Assessor Recorder Registrar of Voters.** Investigated allegations of gender discrimination and retaliation in employee promotions.
- **City Auditor Ethical Violations and Conflict of Interest.** Investigated allegations of ethical violations and conflict of interest by a City Auditor.
- **City Auditor Fraud, Waste, and Abuse Allegations.** Investigated numerous Fraud, Waste, and Abuse Hotline allegations against a City Auditor for a Bay Area city.
- **Large California Port.** Conducted numerous confidential investigations including into allegations of discrimination, harassment, retaliation, and failure to accommodate following a probationary termination. Claims were reviewed under applicable personnel rules and EEO policies.
- **Transit Agency CFO Investigation.** Investigated allegations of financial mismanagement, misappropriation, and conflict of interest by a CFO of a transit agency.
- **Transit Agency COO Investigation.** Investigated allegations that a COO misreported information regarding a \$200 million project to implement clean technology trains to the Board of Directors.
- **Transit Agency Auditor Investigation.** Investigated allegations that an Auditor for a transit agency engaged in bullying of employees.
- **Public Library Investigations.** Investigating allegations involving Southern California library officials placed on administrative leave, and previously investigated publicized misconduct allegations against library employees.
- **Publicly Operated Health Plan.** Completed seven investigations for one of the nation's largest publicly operated health plans, involving code-of-conduct and other

violations by executives and employees.

- **Health Plan CEO Conflict of Interest and Ethics Violations.** Investigated allegations that the CEO of a health plan engaged in conflict of interest and ethics violations.
- **Health Plan CEO Harassment, Retaliation, and Discrimination.** Investigated allegations that the CEO of a health plan engaged in harassment, retaliation, and discrimination.
- **Hospital and Manager Matters.** Investigated allegations of systemic sexual harassment and sexual favoritism at a hospital, and allegations of sexual assault by a health plan manager.
- **Education Institutions Investigations.** Investigated allegations of financial mismanagement, misappropriation, and other misconduct, including a Director of Payroll at a college district; school administrators and various staff at a school district; the Chancellor, Board members, and President of a community college.
- **International Multimedia Entertainment Company.** Conducted investigations into allegations of sexual harassment, race discrimination, and disability discrimination by two senior personnel.
- **Audio and Digital Media Companies.** Investigated bullying and abuse of employees at a national audio entertainment company, and harassment and discrimination allegations at a digital media company.
- **Technology and Social Venture Nonprofits.** Investigated harassment and abuse allegations against the executive director of an award-winning Bay Area technology nonprofit, and against the leader of a nationally recognized nonprofit organization.
- **Philanthropic Foundations — Sensitive Investigations.** Sensitive investigations for foundations working on societal challenges, including criminal justice reform.
- **Rideshare Company Employee Misconduct.** Investigated allegations that an employee of a rideshare company drugged another employee with “date rape” drugs.
- **City of Richmond — Chief of Police Trial Defense.** Served on the trial team that won a unanimous jury defense verdict for the Chief of Police and City of Richmond against charges of discrimination, harassment, and retaliation in a highly publicized case selected as a defense verdict of the year by the Daily Journal.