



## Trish Higgins

*(Senior Advisor • Investigator (Title IX) • Trainer • Expert Witness • Hearing Officer)*

Trish Higgins litigated employment law cases for more than 30 years before joining Shaw Law Group as an investigator, advisor, and trainer.

An Association of Workplace Investigators (AWI) member and certified Title IX investigator and hearing officer, Trish conducts impartial investigations of workplace issues for employers in the private, public, and non-profit sectors. Employers rely on her to handle complex complaints, including those involving high-level executives. Trish's expertise in trauma-informed investigation techniques is a unique asset to clients dealing with sexual assault and related matters.

Trish has served as an expert witness on a variety of employment law issues, including the adequacy of workplace investigations.

Clients ranging from Fortune 100 companies to small start-ups rely on Trish to provide practical advice based on their individual business needs and objectives. Her extensive litigation background allows her to provide realistic risk assessments and practical guidance.

Trish also puts her litigation skills to work for our clients on various administrative matters, including before the Equal Employment Opportunity Commission, the Department of Labor, the California Department of Fair Employment and Housing, and the Division of Labor Standards Enforcement.

An experienced negotiator, Trish frequently helps clients resolve disputes through various forms of alternative dispute resolution, including mediation and arbitration. For many years, she has served as a Settlement Judge Pro Tem for the Sacramento County Superior Court.

An engaging facilitator, Trish has trained hundreds of managers, employees, and elected officials on maintaining a respectful workplace and EEO compliance.

### Education:

J.D., University of California, Berkeley

B.A., University of California, Santa Cruz

### Bar Admissions:

California

### Certifications, Memberships, and Awards:

Member, Association of Workplace Investigators  
Association of Workplace Investigators,  
Certificate Holder in Investigations, CH-I



### **Certifications, Memberships, and Rewards (Continued):**



Rated AV 5.0 (highest rating) by  
Martindale-Hubbell

Trish is a frequent lecturer, author, and commentator on employment issues. She has served as the Chair of the Wage-and-Hour Subcommittee of the ABA Employment & Labor Relations Law Committee, and Chair of the Labor & Employment Section of the Sacramento County Bar Association.

Prior to joining the Shaw Law Group, Trish practiced employment law at a global law firm and clerked for a federal district court judge.

**On the weekends you can find Trish:** Riding her bike, swimming, and enjoying her husband's great cooking.