

## Jennifer Doughty

*Partner & Director of  
Attorney Development*

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Jennifer is a Partner with Van Dermyden Makus Law Corporation. As Director of Attorney Development, Jennifer oversees training and development for our Attorneys. Jennifer has worked as an investigator for Van Dermyden Makus since January 2012.

Jennifer graduated from Santa Clara University School of Law in 2002 and earned an undergraduate degree from Duke University in 1997. Jennifer's practice focuses on investigations involving the workplace, athletic teams, and Title IX complaints. Jennifer conducts investigations relating to harassment, discrimination, retaliation, and misconduct. She also conducts trainings for staff and management on how to conduct effective workplace investigations. Jennifer also has experience in employment litigation and client counseling.

Trained in Trauma Informed Forensic Interviewing, Jennifer is an experienced investigator in Title IX sexual misconduct and harassment claims. She has investigated cases involving University faculty and administrators, underage complainants, multiple respondents, and complex issues involving incapacitation and consent. Jennifer also has experience serving as an Appeal Hearing Officer for Title IX cases.

Jennifer is licensed to practice in California, Alabama and Mississippi. Jennifer is admitted to practice before the courts of the State of California and the Federal District Courts of the Northern, Southern, and Eastern Districts of California. Jennifer began her legal career as a litigator in Mobile, Alabama, where she defended premises liability actions for international retail companies. She has also been admitted to practice before the 11th Circuit Court of Appeal, the 5th Circuit Court of Appeal, and all state and federal courts of Alabama and Mississippi.

## Professional Organizations, Community Involvement and Training

- Juris Doctor, Santa Clara University School of Law, 2002
  - Member, Honors Moot Court 2001, Semi-Finalist
  - Member, Honors Moot Court Board, 2001-2002
  - Recipient, Public Interest and Social Justice Endowment Summer Grant (2000, '01)
- Bachelor of Arts, Public Policy Studies, Duke University, 1997
  - Duke Varsity Swimming, 1993-1997
  - University of Glasgow Scotland, Duke Public Policy Study Abroad Program (1995)
- State Bar of California, Member
- State Bar of California, Labor and Employment Section, Member
- State Bar of Alabama, Member
- State Bar of Mississippi, Member
- Association of Workplace Investigators, Member (2012-present)
- Association of Workplace Investigators, Member Benefits Committee, 2013-2014; Annual Conference Programming Chair, 2014-2015; 2015-2016; Annual Conference Committee, 2019; Annual Conference Committee Co-Chair, 2020, 2021, 2022
- National Association of College and University Attorneys (NACUA), Member
- Sacramento Employer Advisory Council, Board Member (Speaker Chair, 2013-2014; Vice Chair, 2014-2015)
- American Bar Association – Workplace Investigations Sub-Committee
- Title IX Investigator Certification, ATIXA, 2015
- T9 Mastered Training for Campus Investigators (February 2016)
- T9 Mastered Training for Hearing Officers (2019)
- Trained in Trauma Informed Forensic Interviewing
- Campus-specific training relating to Student Adjudication Procedures and Hearings (2016, 2017)
- AWI Accredited Certificate, AWI Institute, 2020

- Notable Speeches and Presentations

- o T9 Mastered “Essential 3-Day Training,” Napa, CA (May 22-24, 2018)
- o “Achieving Excellence in Workplace Investigations” – Public Entity (April 2018, July 2018)
- o “Achieving Excellence in Workplace Investigations” – University of California, Davis (August 2017)
- o “Sexual Harassment as Work is Not Just Scandal-Worthy: It’s Serious – Investigative Techniques and Practical Advice” – 2019 CalGovHR Conference Expo, Double Tree by Hilton Hotel Sonoma Win Country in Rohnert Park, CA (March 14, 2019)