



AAA Mediation.org™

FN-1838603 MN-1838603 LN-1838603, Esq.

Plantation, Florida

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Current Employer-Title Valerie Kiffin Lewis Law Firm - Owner

Panelist Video <https://www.adr.org/videoresume?paramName=749678177>

Profession Attorney, Arbitrator, Mediator, EEO Investigator

Work History Owner/Attorney/Mediator, Valerie Kiffin Lewis Law Firm, LLC, 1996-Present; Attorney, Sparkman Robb Nelson & Mason P.A., 1993-1996; Judicial Staff Attorney, 17th Judicial Circuit Court - Broward County, 1991-1993; EEO Counselor/ Investigator, U.S. Postal Service, 1983-1991.

Experience Over 24 years of experience as an employment attorney representing corporations and employees at both the administrative and trial level on all employment related matters. Extensive experience and strong knowledge base in the following areas of employment law: employment discrimination; conflict resolution; complex employment and contract disputes; sexual harassment claims; harassment; public and private whistleblower actions; libel and defamation actions; Title VII, FCRA, ADA, FMLA, and FLSA violations; wage and hour laws; retaliation claims; misclassification of employees; restrictive covenants; non-compete provisions; severance agreements; workplace investigations; and, disability claims.

As a solo practitioner, provides advice and legal counsel to corporate clients on workplace disputes, investigations, employment policies and procedures, business agreements and contracts. Represents both employees and employers before the U.S. Equal Employment Opportunity Commission, Florida Commission on Human Relations, and the Palm Beach Office of Equal Opportunity. Provided training to managers and staff on Title VII discrimination and Florida's At-Will principle. EEO Counselor/Investigator and Labor Relations Assistant for the U.S. Postal Service - represented management in Arbitration, and in Step 1 and Step 2 of the Grievance Proceedings.

Mediator Experience U.S. Equal Employment Opportunity Commission (EEOC), Contract Mediator since the inception of its ADR Program in 1999. Mediate claims of employment discrimination based on the protected categories of race, sex, color, disability, national origin, age, religion, and retaliation. Expertise in resolving complex legal issues concerning claims of sexual harassment, hostile work environment, and retaliation. Contract Mediator for the 17th Judicial Circuit Court of Broward County, Florida. Mediated County Court cases filed in the 17th Judicial Circuit Court. Cases involved issues regarding contract disputes, negligence claims, landlord/tenant disputes, commercial/business disputes.

Serves as a mediator as part of a national panel for The Collins Center for Public Policy, mediating foreclosure claims. Board member for Mediator's Qualification Board, and is Owner and Founder of The Resolution Group ("TRG"), providing mediation services and mediation training to the general public.

Mediator Style & Process Preferences	Resolution is almost always better than litigation. A negotiated resolution where the parties have ownership of the results is more satisfying than one ordered by either a judge or an arbitrator.
Education	Nova Southeastern University, Shepard Broad Law Center (JD-1990); The Ohio State University (BS-1978).
Professional Licenses	Admitted to the Bar: Florida (1992). Florida Supreme Court Certified Circuit Court Mediator (2004); Florida Supreme Court Certified Family Court Mediator (2004); Florida Supreme Court Certified Dependency Mediator (2000); Florida Supreme Court Certified County Court Mediator (1993); FMCS Labor Arbitrator Certification (2006); U.S.P.S. Certification in Labor Arbitration (1991); Florida Supreme Court Qualified Arbitrator (1999); U.S. Equal Employment Opportunity Commission Mediator (1999); EEO Investigator Certification (2018); U.S. District Court, Southern District of Florida, Mediator (2020).
Professional Associations	Mediator's Qualification Board, Florida Dispute Resolution Center, Member; Alternative Dispute Resolution Section of the Florida Bar, Member; Labor and Employment Section of the Florida Bar, Member.
Mediation Rate	\$400 Per Hour
Languages	English
Citizenship	United States of America
Locale	Plantation, FL

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.