

Elizabeth R. Rita, Esq.
Investigations Law Group, LLC

Experience

Ms. Rita has been providing impartial third-party workplace investigations, compliance training and expert witness services to clients since 1994.

Founder, CEO, Investigations Law Group, LLC, Denver, Colorado, August 2007 - present.

Investigations: Ms. Rita founded Investigations Law Group in Denver, Colorado in 2007 as the first workplace investigations firm in Colorado. Since its early days, ILG has grown into the premier practice group in this area, in the Intermountain West. Ms. Rita brought the practice of impartial workplace investigations to the State of Colorado in 1994, and founded the state's chapter of the Association of Workplace Investigators, the premier industry association in the country. Ms. Rita's investigations practice is focused on impartial third-party investigations, many of which occur in sensitive, high profile and high litigation risk situations. Ms. Rita has been trusted by the State of Colorado to investigate sexual harassment in the Legislature, and allegations of corruption in the Colorado Judiciary. She has been relied upon by cities to investigate public corruption charges, by fire protection districts to investigate emergency services incidents and by Fortune 100 corporations to investigate insider trading, sexual harassment and other executive wrongdoing. Ms. Rita has done investigations of system race discrimination, public corruption, harassment, discrimination, retaliation, rape and sexual assault, hostile work environment and ethics violations. Ms. Rita has been conducting workplace investigations as an impartial third-party investigator for 30 years, presents and trains on investigations to a variety of audiences throughout the year, and serves as an expert witness in this field. www.ilgdenver.com

Executive Committee Member and Director, Association of Workplace Investigators, 2015 to 2021. Roles included Secretary for the Organization, Chairwoman of AWI's internationally attended Annual Conference, Chairwoman of Seminars and Webinars, Nominations Committee Chair and Board of Directors Member. Founder of Colorado chapter of AWI. AWI is North America's premier workplace investigator association.

Private Practice, Employment Law and Workplace Investigations: Boston, Massachusetts and Denver, Colorado, September 1994 to August 2007: Ms. Rita worked as a defense side employment law practitioner from her early days of practice at Hale and Dorr in Boston, to her role running the employment law group for Kamlet Shepherd & Reichert, LLP in Denver. Her

Based in the beautiful Mile High city of Denver since 1994



practice ran the gamut and included providing impartial investigations, as well as advice, counseling and representation on employment law issues to corporate and individual clients. Ms. Rita's practice was approximately 50% impartial investigations from 1994 to 2007. Investigations practice began with work for the United States Justice Department's Civil Rights Monitor overseeing the operations of a national restaurant chain. Investigations included hundreds of investigations for the Civil Rights Monitor investigating customer complaints of disparate treatment or failure to serve on the basis of race and/or national origin in Colorado and the Western United States. Investigations practice grew into an employment-focused practice through the network of employment lawyers practicing in Denver, Colorado and around the country.

Education

J.D., *magna cum laude*, Boston University School of Law

- Paul J. Liacos Distinguished Scholar
- Joseph Tauro Scholar
- Edward F. Hennessey Scholar
- American Jurisprudence Award

B.A., *cum laude*, English, The Colorado College



Publications & Seminar Presentations

- Presenter, *Credibility Assessment for L&E Attorneys*, National Labor & Employment Law Symposium, Steamboat Springs, CO, Feb. 5, 2024
- Presenter, *Rock of Ages: Generations at Work* Colorado Women's Bar Association Annual Conference, May 20, 2023
- Presenter, *Workplace Investigations, Independence and Conflict Issues*, National Labor & Employment Law Symposium, Park City Utah, Feb. 6, 2023
- Presenter, *Let's Start a Bar Fight, How Do YOU Capture The Witness Statement?*, Plenary Session, Association of Workplace Investigators Annual Conference, Burlingame California, Oct. 13, 2023
- Trainer, *Workplace Investigations Training Bootcamp*, Private Employer, March 29, 2022.
- Presenter, *High Stakes Investigations into High Profile Harassment*, National Labor and Employment Symposium, Conference Presentation, Steamboat Springs, CO, Feb. 7, 2022
- Presenter, *Remote Investigations: How to Effectively Handle Complaints of Misconduct from Anywhere*, Colorado Bar Association Spring Law Update, Webinar, April 9, 2021
- Presenter, *Pandemic Lessons: Wins and Losses*, Colorado City and County Management Association, Connection Forum Webinar, January 28, 2021
- Presenter, *Investigating Race Claims*, Colorado Bar Association Annual Labor and Employment Law Conference, Webinar, October 6, 2020
- Presenter, *Workplace Investigations: Two-Hour Boot Camp*, High Country Human Resources Association / SHRM, Webinar, June 19, 2020
- Presenter, *Working Virtually? Returning to a New Normal? Pitfalls to Avoid*, Lawbank Lunch and Learn Presentation, Webinar, May 28, 2020
- Presenter, *Workplace 2020: Post Covid19 Punchlist for Municipal Employers*, Colorado City and County Management Association, Webinar (May 12, 2020)
- Presenter, *Workplace 2020: The New Normal (post Covid)*, " ILG Client Webinar, April 29, 2020
- Presenter, *Why Employees Really Sue*, " National Labor & Employment Law Symposium, Park City UT, January 9, 2020
- Presenter, *Who's on First? Ethical Considerations in Workplace Investigations*, Colorado Bar Association Lunch and Learn, December 19, 2019
- Presenter, *He Said, She Said, Now What?*, Colorado Bar Association, Annual Labor and Employment Law Conference, Vail CO October 4, 2019.
- Presenter, *The NextGen Workplace*, Colorado SHRM state conference, Keystone CO, October 3, 2019
- Presenter, *Sexual Harassment Investigations*, Colorado Municipal Lawyers Annual Seminar on Employment Law, Greeley CO, September 27, 2019
- Presenter, *Investigation Master Class for Defense Counsel*, Colorado Bar Association, Denver CO, September 24, 2019
- Presenter, *He Said, She Said, Now What?*, LawBank Lunch and Learn Presentation, Denver CO, April 9, 2019
- Presenter, *Ignorance is NOT Bliss: Workplace Investigations Basics*, " Craft Brewers Association Conference, Denver, CO, April 8, 2019



- Presenter, TITLE, National Labor & Employment Law Symposium, Vail CO
- Presenter, *The Harassment-Free Legislative Workplace: A NextGen Approach*, Conference of State Majority Leaders, 6th Annual Meeting, Chicago, IL, June 15, 2018
- Presenter, *What's New in Workplace Investigations*, Boulder County Bar Association, Boulder, CO, April 10, 2018
- Author, *Workplace Culture Assessment and Recommendations*, the Colorado General Assembly, April 2, 2018
- Presenter, *Workplace Investigations: Overcoming Difficult Issues*, National Labor & Employment Law Symposium, Vail CO, January 3, 2018
- Co-Author, *Workplace Investigations in Colorado*, Practitioner's Guide to Colorado Employment Law, January 2018
- Presenter, *Workplace Investigations: Overcoming Difficult Issues*, National CLE Conference, American Bar Association, Vail, CO, January 2018
- Presenter, *What's New in Workplace Investigations*, Annual Employment Law Conference, Colorado Bar Association, October 2017
- Presenter, *Achieving Excellence in Conducting Workplace Investigations, Two Day Training Program*, Denver, CO, February 3-4, 2016
- Presenter, *Discovery Issues in Workplace Investigations*, Labor & Employment Law Program of the National CLE Conference, The Law Education Institute, Vail, CO, January 2016
- Presenter, *You Did What? Workplace Investigation Mistakes That Will Cost You Dearly*, Labor & Employment Law Program of the National CLE Conference, American Bar Association, Vail, CO, January 2015
- Presenter, *Workplace Investigations Basics, Full Day Training*, Association of Workplace Investigators, Denver, CO, October, 2014
- Presenter, *Investigations 900: Practical Guidance for High Level Internal Investigators*, Denver, CO, October 2014
- Presenter, *Performance Management and Investigations 101*, Employment Law 101 CLE, New Hampshire Bar Association, Concord, NH, November, 2013
- Presenter, *Why Comply? The Practical Side of Employment Law Issues*, Berthoud, CO, June, 2013
- Presenter, *Internal Investigations, Do's and Don'ts*, the Cable and Telecommunications Human Resources Association, National Symposium, Baltimore, MD, May 2013
- Co-Author, *Capturing the Witness Statement*, Association of Workplace Investigators Journal, July 2013
- Co-Author with Steven M. Gutierrez, COLORADO METHODS OF PRACTICE: 2009 – 2012 Editions, Chapter 19 “*Colorado Employment Law*” (West 2004).
- Presenter, *It's Written All Over Your Face! Or Is It? Making Credibility Determinations in Investigations*, Association of Workplace Investigators Annual Conference, Oakland, CA, November 2012
- Presenter, *They Said What?!? Managing Social Media Risks in Education Abroad*, NAFSA 2011 Annual Conference & Expo, Vancouver B.C., June 2011
- Presenter, *All A-Twitter About Social Networking*, American Arbitration Association



Webinar and Presentation at Annual AAA Conference in Orlando FL, February and November 2010

- Presenter, *Social Media Policies in the Workplace*, Colorado Bar Association 2010 Employment Law Conference, May 2010
- Presenter, *Current Issues in Independent Investigations*, Annual Employment Law Conference, Colorado Bar Association, February, 2007
- Presenter, *Drafting Compensation and Other Employment Agreements*, the Business Document Drafting Series, Colorado Bar Association, November 2008 and May 2006
- Presenter, *Signing on the Dotted Line: What Every Employer Should Know About Hiring Independent Contractors*, Colorado Bar Association, March, 2007
- Presenter, *Emerging Legal Issues in Employee Blogging*, Hot Topics In Employment Litigation, Colorado Bar Association, June 2006
- Author, *Navigating the Blogosphere In The Workplace*, The Computer and Internet Lawyer, April, 2007, reprinted with permission from The Colorado Lawyer Vol. 35, May 2006
- Presenter, *Blogging in The Workplace*, Association of Corporate Counsel Presentation, March, 2006
- Author, *Employment Investigations: Why Are They Necessary And When Are They Required?* Denver Business Journal, January 6, 2006
- Presenter, *Investigating a Claim*, The ABCs of Employment Law Practice and Procedure, Colorado Bar Association, April 2005
- Co-Author, *A Survey of Outrageous Conduct Under Colorado Law: Parts I and II*, The Colorado Lawyer Vol. 28, Feb. & March 1999
- Author, *Private Acts, Social Consequences: AIDS and Politics of Public Health*, Commentaries (1990)

Contact Information:

Elizabeth R. Rita
(720) 506-9013
liz@ilgdenver.com
ilg-denver.com

