
THE LAW OFFICE OF
MEGAN AMANDA MILLER

A PROFESSIONAL CORPORATION

669.328.0905

MEGAN@MEGANAMANDAMILLER.COM

2415 SAN RAMON VALLEY BLVD, SUITE 4, UNIT 249, SAN RAMON, CA 94583

CURRICULUM VITAE

Service Overview

Workplace Investigations. As an Attorney-Investigator, I conduct prompt, thorough, and impartial public and private sector workplace investigations throughout California. I have investigated matters involving harassment, discrimination, retaliation, bullying or abusive conduct, dishonest conduct, unethical or unprofessional conduct, fraud, misuse of company time, and other potential employer policy violations.

Title IX & Student Related Investigations. I conduct prompt, thorough, and impartial investigations involving K-12 and college-aged students, including those involving sexual misconduct and those subject to Title IX.

Expert Testimony & Consultation. I provide expert testimony regarding the adequacy of completed workplace investigations via written reports, deposition and trial testimony. I also consult with internal HR teams regarding best practices to use in conducting a prompt, thorough, and impartial workplace investigation.

Professional Coaching. I provide coaching services to help optimize performance, improve communication between managers and subordinates, and reduce the risk of future complaints. Sensitivity. With training in both Trauma Informed Forensic Interviewing and a Master of Arts in Counseling Psychology, I am comfortable talking with individuals about sensitive topics and can maintain neutrality while helping people feel more at ease during the investigative or coaching process.

Experience and Training

I bring the following knowledge, skill, experience, and training to bear as a workplace investigator and investigations expert.

Investigation Experience. Over eight years of experience conducting external workplace investigations in the public and private sector. I have conducted approximately 90 investigations.

Presentations Given. I have presented on a range of investigations topics including report writing, credibility assessment, and reducing and eliminating the impact of investigator bias in the investigation process. These presentations include:

- *Push It Over the Goal Line: Gathering and Weighing the Preponderance of the Evidence in Workplace Investigations*, CALPELRA Annual Conference, co-presented with Susan Arduengo (Arduengo Investigations), November 2024.

THE LAW OFFICE OF
MEGAN AMANDA MILLER

A PROFESSIONAL CORPORATION

669.328.0905

MEGAN@MEGANAMANDAMILLER.COM

2415 SAN RAMON VALLEY BLVD, SUITE 4, UNIT 249, SAN RAMON, CA 94583

- *The Room Where It Happened: Investigating Complex Sexual Harassment Cases*, Association of Workplace Investigators (AWI) Annual Conference, co-presented with Elena Acevedo (Intuit), Lindsay Ingham (Ingham Law Corp.), and Kym LeGolvan (LeGolvan Law), September 2024.
- *From Blank Page to Masterpiece: How to Simplify (and Enjoy) the Report Writing Process*, CALPELRA Annual Conference, November 2023.
- *Investigations and Beyond: Issues Facing Investigators Today (and Tomorrow)*, co-presented for the California County Counsel Association's Fall 2023 Employment Law Study Section with T. Jack Morse Jr. Esq. (Oppenheimer Investigations Group) and Diana L. Mendez, Chief Deputy County Counsel, Tulare, October 2023.
- *AWI Investigations Virtual Basics Seminar – Report Writing Segment*, co-presented with Abby Warren, Esq., (Partner, Robinson Cole), June 2023.
- *Making the Tough Calls: Rendering Solid Factual Findings In Workplace Investigations When The Evidence Is Close*, CALPELRA Annual Conference, presented with Carole Ross (Ross Employment Law) and Teresa Abad Levenfeld (Levenfeld Winter, LLP), November 2022.

Certificates. Association of Workplace Investigators (AWI) Certificate Holder (AWI-CH), 2017.

- The AWI-CH reflects successful completion of AWI's Training Institute. AWI's Training Institute provides training on core investigation skills, including interviewing, analysis, and report writing, and topics such as bias, investigation planning, investigation-related law, evidence, credibility factors and assessment, ethics, and post-investigation processes. AWI is "recognized as the innovative leader in knowledge, standards, credentialing, and advocacy of impartial workplace investigations."

Seminars and Trainings. I stay abreast of current topics in investigations by completing continuing legal education courses on investigation related topics. Some of these courses include:

- AWI Advanced Training Program (March 2025. Attended AWI's pilot Advanced Training Program, attended by AWI leaders and covering advanced investigations topics.)
 - All-In on AI: Diving Deep into the Consequences of an AI-Augmented Workplace Investigation Practice (2025)
 - Navigating AI in Workplace Investigations: Opportunities and Best Practices (2024)
 - AI and Ethics in the Spotlight (2024)
 - AI In Workplace Investigations (2023)
 - How Do You Handle Dueling Complaints of Bias?
 - Navigating Bias, Cultural Competence and Microaggressions
 - Practical Tips When Interviewing a Child Witness
 - Workplace Investigations in K-12 Schools: It's not Elementary
 - Investigations in the Wild, Wild West
 - Report Writing Inside Out: Lessons from Internal and External Investigators
-

THE LAW OFFICE OF
MEGAN AMANDA MILLER

A PROFESSIONAL CORPORATION

669.328.0905

MEGAN@MEGANAMANDAMILLER.COM

2415 SAN RAMON VALLEY BLVD, SUITE 4, UNIT 249, SAN RAMON, CA 94583

- Conducting Neuro-Inclusive Investigations
- Top Takeaways for Investigators from the EEOC's New Guidance (2024)
- Boots on the Ground – A Practitioner's Guide to Conducting Public Safety Investigations
- Conducting Law Enforcement Administrative Investigations: Compliance and Pitfalls
- The Perils and Landmines of Municipal Investigations
- Defamation Claims Arising from Workplace Investigations: Understanding the Qualified Privilege
- Bullying Investigations: Finding Our Way Without a Map
- Crossing Borders: Unique Aspects of Investigations Involving Immigrants
- Updates from California: Cutting Edge Issues in Workplace Investigations
- Workplace Investigations: Employment Law Legal Updates

Prior Experience and Philosophy. I am trained in trauma-informed forensic interviewing and hold an M.A. in Counseling Psychology. Prior to becoming an Attorney-Investigator, I counseled women in residential treatment experiencing mental health and substance abuse disorders, and counseled low-income individuals, groups, couples, and families. My investigation work is informed by the belief that every voice matters.

University Education

Juris Doctor, UC Law San Francisco (formerly UC Hastings College of the Law), 2016.

- CALI Award: Legal Research and Writing, 2014.
- David. E. Snodgrass Intramural Competition: Best Oral Advocate, 2014.

Master of Arts in Counseling Psychology, Southwestern Counseling Center, Santa Fe, NM, 2011.

- Humanistic Psychology, Individual, Couples, and Group Counseling.