

## Rebecca A. Speer



### Speer Associates

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Rebecca Speer's professional activities place her on the leading edge of today's employment issues. As founder and principal of Speer Associates, she brings over twenty-three years of experience to her work with a wide range of organizations, providing employment law services with a specialized focus on internal investigations, employee relations management, and the prevention of workplace violence, discrimination, harassment, and other employee misconduct. Clients have included Fortune 100 and Fortune 500 companies across a variety of industries, public-sector organizations, and professional firms.

As a major aspect of her work, Rebecca conducts numerous internal investigations regarding alleged or suspected misconduct at all levels of an organization. With a particular emphasis on allegations affecting senior and executive management, she has examined claims of ethical breaches; abusive management; discrimination; harassment; retaliation; assault and other physical impropriety; and sub-standard performance and neglect of duties.

Rebecca also provides advice and counsel, and expert witness services, with an emphasis on effective employee relations practices, particularly workplace investigations; the prevention of workplace violence, discrimination, and harassment; employee complaint resolution; and methods to ensure a solid approach to a variety of employee behavioral and disciplinary matters. In addition, she conducts training in related specialty areas.

Rebecca is a nationally-recognized expert in the area of workplace violence prevention. She applies a multi-faceted expertise to help employers implement comprehensive workplace violence prevention programs, select and train threat management teams, and engage in successful incident management. Rebecca was designated by the U.S. Department of Labor in 2001 as a U.S. Representative to a Tri-National Conference on Violence as a Workplace Risk. In 2002, she testified before Congress at a hearing entitled "Examining the Need for Greater Workplace Security and the Control of Workplace Violence." In 2002, she participated in a groundbreaking working group established by the FBI, resulting in the publication of *WORKPLACE VIOLENCE: ISSUES IN RESPONSE*. In 2005, Rebecca chaired a national committee of the American Society for Industrial Security (ASIS) that published a *Workplace Violence Prevention Guideline*. She also chaired a national committee assembled by both ASIS and SHRM that developed the first "American National Standard" for Workplace Violence Prevention and Intervention, which won approval in September 2011. Through her efforts, the ABA in 1998 unanimously adopted a formal policy encouraging employers to proactively address workplace violence.

### Select Publications

- Committee Chair and Contributor, *American National Standard for WORKPLACE VIOLENCE PREVENTION AND INTERVENTION* (SHRM and ASIS International, 2011)
- *Truth and Consequences: The Practical and Legal Impact of a Good Investigation*, CALIFORNIA PUBLIC EMPLOYEE RELATIONS JOURNAL (2007)
- Committee Chair and Contributor, *WORKPLACE VIOLENCE PREVENTION AND RESPONSE GUIDELINE* (ASIS International, 2005)
- Various articles, CALIFORNIA EMPLOYMENT LAW ANSWERS (Employer Resource Institute)
- Contributor, *WORKPLACE VIOLENCE: ISSUES IN RESPONSE* (FBI, 2003)
- *Beyond 101 California: Four Years After Tragic Shooting Workplace Violence Is Still With Us*, SAN FRANCISCO ATTORNEY MAGAZINE (Cover feature, 1997)

### Presentations

Rebecca has lectured extensively concerning workplace investigations, harassment and discrimination, workplace violence prevention, and other employee relations topics.

### Professional Affiliations

- Member, Labor and Employment Law Sections of the American Bar Association, State Bar of California, and local bar associations
- Member, Association of Workplace Investigators
- Member, ASIS and SHRM

### Education

J.D., Santa Clara University School of Law (1988)  
A.B., History, Stanford University (1985)

### Admissions

State Bar of California (1988)