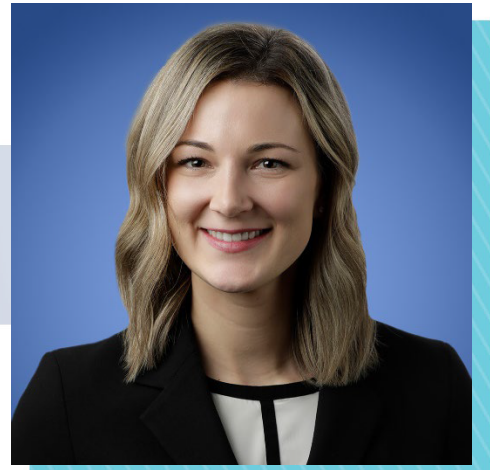


Courtney de Groof

Partner



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Overview

Courtney de Groof is Senior Counsel in Lozano Smith's Sacramento office. She assists her public agency clients with issues related to labor and employment, litigation, and charter schools.

Experience

Ms. de Groof advises school districts, community colleges, and county offices of education in a wide variety of labor and employment matters, including employee discipline and terminations, employee leaves, and internal complaints and investigations. Ms. de Groof also regularly responds to administrative charges filed with the Department of Fair Employment and Housing and Equal Employment Opportunity Commission.

Ms. de Groof also supports and advises school districts and county offices of education regarding all aspects of the Charter Schools Act, including charter school oversight, petition review, renewals, and revocation.

Prior to joining Lozano Smith, Ms. de Groof defended public employers in various litigation matters, including claims of workplace harassment, discrimination, retaliation, and wage and hour violations. She also successfully defended a public entity against claims brought under Section 1983 of the United States Constitution.

Education

Ms. de Groof earned her J.D. from the University of Pacific, McGeorge School of Law, and received her B.A. in English from California State University, Sacramento. Ms. de Groof has received certification through ATIXA as a participant in Level 1 and Level 3 ATIXA Civil Rights Investigator Trainings.

Practices

Labor & Employment
Litigation
Charter Schools

Education

J.D., University of Pacific, McGeorge School of Law
B.A., California State University, Sacramento

Admissions

California