

Carolyn L. Gemma

Partner



Walnut Creek Office
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Overview

Carolyn L. Gemma is a Partner in Lozano Smith's Walnut Creek office. Ms. Gemma advises educational institutions throughout the state on all matters affecting employment, students and board governance.

Ms. Gemma is AWI (Association of Workplace Investigators) trained and has significant experience conducting prompt, thorough and effective workplace and Title IX investigations for both K-12 and higher education clients. In addition, her trauma-informed training offers clients further expertise in investigating allegations of sexual harassment, sexual assault and other forms of sexual misconduct. Ms. Gemma conducts respectful interviews of witnesses and understands how trauma has an impact on credibility determinations.

Experience

Ms. Gemma specializes in labor and employment matters, including employee discipline and termination; responding and facilitating resolutions to grievances, unfair labor practice charges and DFEH/EEOC charges; and conducting workplace investigations. She also advises clients regarding compliance with state and federal laws; drafting, negotiating, and revising board policies, administrative regulations, employee handbooks, consent forms and contracts; and student matters such as discipline, search and seizure and free speech.

Education

Ms. Gemma earned a law degree from the University of the Pacific, McGeorge School of Law. During law school, Ms. Gemma served as member of the McGeorge Law Review and as a Judicial Extern for the Honorable John A. Mendez of the United States District Court, Eastern District of California. Ms. Gemma earned a Bachelor of Arts degree from the University of San Diego, where she majored in Political Science, minored in Italian Studies, and graduated cum laude. Ms. Gemma has received certification through ATIXA as a participant in Level 1 and Level 3 ATIXA Civil Rights Investigator Trainings.

Practices

Labor & Employment
Student
Community Colleges
Title IX
Investigative Services

Education

J.D., University of the Pacific, McGeorge School of Law
B.A. (cum laude), University of San Diego

Admissions

California