

*Curriculum Vitae*

ADRIENNE FECHTER

EDUCATION

Columbia University School of Law

LL.M., 1989

Graduate law coursework focused on labor & employment law,  
constitutional law & human rights

Florida State University College of Law

J.D. *with Honors*, 1986

University of Florida

B.A., Psychology, 1978

WORK EXPERIENCE

**Mediator • Arbitrator • Instructor • Workplace Investigator • EEO/HR/  
Diversity Best Practices Auditor • Facilitator**

**Principal and ADR Neutral**

Fechter Mediation & Arbitration Services, LLC

Truly Neutral, LLC

Atlanta, Georgia and Denver, Colorado

2003 – Present

**Senior Mediator of Employment Disputes**

Resolution Resources Corporation

Atlanta, Georgia

2002 – 2003

**Principal and ADR Neutral**

Mediated Resolutions, Inc.

Tampa, Florida

1998 – 2002

**Federal Court-Appointed Arbitrator**

United States District Court

Middle District of Florida

1996 – 2000

**Labor & Employment Law Trial Attorney • Adjunct Professor**

**Law Partner, Employment Law Litigator**

Fechter & Dickson, P.A.

Tampa, Florida

1992 – 2001

**Associate, Employment Law Litigator**

Zinober & Burr, P.A.

Tampa, Florida

1989 – 1992

**Adjunct Professor of Employment, Business & Human Resource Law**

University of South Florida, College of Business

Tampa, Florida

1990 – 1992

**Adjunct Professor of Business & Human Resource Law**

University of Florida, College of Business

Gainesville, Florida

1987 – 1988

**Associate, Litigation**

Baker & Hostetler

Orlando, Florida 1986 – 1987

**Director of Human Resources**

**Director of Human Resources**

Creative Engineering, Inc.

1980 – 1982

**CONFLICT MANAGEMENT & DISPUTE RESOLUTION TRAINING**

**Mediation Training & Certification in Employment & Workplace Disputes**

The Justice Center of Atlanta

**Mediation Training & Certification**

Duke University Private Adjudication Center

**Advanced ADR Practices & ADR Program Development Training**

University of Miami, American Mediation Institute & Collaboration in

Advanced Dispute Resolution Education

## **Arbitration Training Certification**

American Bar Association Arbitration Training Institute

### **BAR MEMBERSHIP**

The Florida Bar, 1986 – Present

AV Rating, *Martindale-Hubbell Law Directory*

### **LEGAL HONORS & ACTIVITIES**

Member

Colorado Bar Association

Member

National Academy of Distinguished Neutrals

Charter Member

The Vx, Women Professionals Promoting Other Women Professionals

Former Chair and Vice-Chair

Atlanta Bar Association, Labor & Employment Law Section

Former Executive Council Member

The Florida Bar, Labor and Employment Law Section

Former Chair and Founder

National Employment Lawyers Association, Florida Chapter

Former Chair

Hillsborough County Bar Association, Labor & Employment Law Section

Directory of Preeminent Attorneys

*Martindale-Hubbell Law Directory*

Named a Leading American Attorney

*The Guide to Leading American Attorneys*

Contributing Editor

*The Developing Labor Law* (Bureau of National Affairs)

Justice William Glenn Terrell American Inn of Court

Frequent Lecturer and Trainer

Human Resources and Employee Relations Issues

Frequent Lecturer  
Alternative Dispute Resolution and Conflict Management

#### **REPRESENTATIVE WORK IN HUMAN RESOURCES & DISPUTE RESOLUTION**

- Served as mediator or arbitrator for more than 2,500 employment, civil rights, and business disputes across the country
- Investigation of sexual harassment allegations against the CEO of a major financial institution
- Investigations of alleged sexual harassment, assaults and retaliation by senior members of a global law firm
- Investigation of alleged systemic racial discrimination at a leading research university
- Best practices audit of EEO practices at top-ranked university
- EEO trainings for college and university staff and faculty
- Investigation of gender discrimination claims among highest ranks of a Fortune 100 company
- Development of internal dispute resolution program at a Fortune 100 company
- Investigation of harassment and gender discrimination claims at large public hospital
- Assessment and conciliation of disruptive workplace relationships among high-level government executives, union and management representatives, and business department leaders
- Development and implementation of major organizational changes for a large municipal government
- Evaluation of organizational dysfunction, development and implementation of operational framework for private and public entities
- Work with local officials of municipality to streamline and better define its partnerships, both internally and with outside vendors
- Collaboration with in-house counsel and Human Resources professionals to manage employee and executive transitions and departures
- Partner with emergency services departments (law enforcement, fire, EMS) to address challenging organizational roadblocks to optimal performance

- Conciliation of community disputes to reduce the impact on police and regulatory resources
- Resolution of long standing union dispute over promotion and retention practices, and partner with parties to execute fundamental changes in operations
- Facilitation of numerous contentious stakeholder meetings in public and private organizations to ensure constructive conversations, productivity, engagement and follow-through