



F3 Law

## Vanessa Lee

she/her/hers

Associate

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### What can I solve for you?

Having litigated a wide range of labor and employment issues, I provide strategic counsel to clients to minimize their exposure while effectuating their goal of providing exceptional educational services. I also conduct personnel investigations to identify and correct potential problems and ensure students and staff are provided an environment conducive to learning. My litigation and investigative experience allows me to better assist clients in navigating complex legal disputes.

### What's it like to work with me?

I respect and care deeply about the education professionals I serve, as well as their students and communities. This helps me approach matters from their perspective and find creative solutions to their problems. My clients know that when they come to me with an issue, I will be responsive every step of the way until the issue is resolved and that my recommendations will be well thought-out and legally sound. My goal is always to lessen my clients' burden, so they can focus on educating the next generation.



*"For many, public education serves as a pathway to a better life. I am proud to collaborate with our school districts to ensure that all students have access to a quality education."*

## Overview

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Drawing on her extensive experience representing employers in personnel disputes, Vanessa Lee advises school districts on a wide range of labor and employment matters. They include reasonable accommodations, leaves of absence, discipline and dismissals, and discrimination, harassment and retaliation complaints filed with the California Civil Rights Department (formerly the Department of Fair Employment and Housing) and Equal Employment Opportunity Commission (EEOC). Vanessa also conducts personnel investigations and handles Public Records Act requests.

Vanessa has represented school districts in unfair labor practice proceedings before the Public Employment Relations Board (PERB), grievance arbitrations, and reduction in force hearings before the Office of Administrative Hearings (OAH). When such disputes manifest, clients appreciate her ability to stand firm on issues important to them, while taking care to preserve their relationship with the union.

Highly regarded for her analytic and creative thinking, Vanessa has earned a reputation for providing clients with reliable and candid legal opinions, particularly in unsettled areas of the law. This skill—combined with her legal acumen and familiarity with the judicial system—enables her to give clients a sense of what will likely occur and offer them practical options for any predicament that arises.

Before joining F3, Vanessa practiced at a Los Angeles boutique law firm, representing employers in state court, before the Labor Commissioner's Office, and in mediation. She has defended employers against an array of matters, including wage-and-hour, breach-of-contract, discrimination, harassment and wrongful termination claims. This litigation experience informs her current work conducting personnel investigations, as it helps her identify areas of potential liability and craft ways to remedy any missteps.



While in law school, Vanessa served as a law clerk for the Health, Education and Welfare Section of the California Office of the Attorney General. There, she drafted motions on behalf of a number of state agencies and researched issues concerning for-profit colleges and the California State Teachers' Retirement System. During law school, Vanessa also clerked for the Honorable Garrett Wong in San Francisco Superior Court. In these two positions, she gained valuable insight into the inner workings of both public agencies and the courts, which enhances her ability to serve clients today.

## Experience Highlights

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### Clerkships

- Served as a law clerk for the Health, Education and Welfare Section of the California Office of the Attorney General
- Clerked for the Honorable Garrett Wong in San Francisco Superior Court

## Involvement

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### Community Affiliations

- Formerly certified as an Emergency Medical Technician (EMT)

## Recognition

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- Psi Chi (Psychology Honor Society), Member

## After School

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Vanessa has a miniature husky who likes to talk loudly on important calls and meetings. On weekends, Vanessa enjoys sampling new restaurants and hiking with her husband and dog. She is also a big fan of horror movies and books.

## Education

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- University of Southern California Gould School of Law (J.D.)
- University of Southern California (B.A., Psychology)

## Admissions

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### Bar Admissions

- California

## Related Services

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- Employment Law
- School and College Athletics
- Investigations
- Labor Relations & Negotiations
- Title IX

## Related Clients

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- Public Education K-12

## Languages

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- Mandarin
- Spanish