

# Valerie Kiffin Lewis, Esq.

**Current Employer-Title** Valerie Kiffin Lewis Law Firm – Owner/Founder

**Profession** Attorney, Arbitrator, Mediator, EEO Investigator

**Work History** Owner/Attorney/Mediator, Valerie Kiffin Lewis Law Firm, LLC, 1996-Present; Attorney, (formerly Valerie Kiffin Lewis, P.A., (1992-1996); Sparkman Robb Nelson & Mason P.A., (1993-1996); Judicial Staff Attorney, 17th Judicial Circuit Court - Broward County, (1991-1993); EEO Counselor/ Investigator, U.S. Postal Service, 1983-1991.

**Experience** Over 30 years of experience as an employment attorney representing corporations and employees at both the administrative and trial level on all employment related matters. Extensive experience and strong knowledge base in the following areas of employment law: employment discrimination; conflict resolution; complex employment and contract disputes; sexual harassment claims; harassment; public and private whistleblower actions; libel and defamation actions; Title VII, FCRA, ADA, FMLA, and FLSA violations; wage and hour laws; retaliation claims; misclassification of employees; restrictive covenants; non-compete provisions; severance agreements; workplace investigations; and, disability claims.

As a solo practitioner, provides advice and legal counsel to corporate clients on workplace disputes, investigations, employment policies and procedures, business agreements and contracts. Represents both employees and employers before the U.S. Equal Employment Opportunity Commission, Florida Commission on Human Relations, and the Palm Beach Office of Equal Opportunity. Provided training to managers and staff on Title VII discrimination and Florida's At-Will principle. EEO Counselor/Investigator and Labor Relations Assistant for the U.S. Postal Service - represented management in Arbitration, and in Step 1 and Step 2 of the Grievance Proceedings.

## **Alternative Dispute Resolution Experience**

Contract Arbitrator and Mediator for the 17th Judicial Circuit Court of Broward County, Florida; Mediated and Arbitrated County Court and Circuit Court cases filed in the 17th Judicial Circuit Court. Cases involved issues regarding contract disputes, negligence claims, landlord/ tenant disputes, commercial/business disputes. U.S. Equal Employment Opportunity Commission (EEOC) Contract Mediator since the inception of its ADR Program in 1999. Mediate claims of employment discrimination based on the protected categories of race, sex, color, disability, national origin, age, religion, and retaliation. Expertise in resolving complex legal issues concerning claims of sexual harassment, hostile work environment, and retaliation.

Issues include: sexual harassment, FMLA, FLSA, disability, misclassification of employees, discipline and performance, discrimination, management vs. employee rights.

Experience mediating multi-party discrimination cases that involved joint employer liability issues. Amongst the participants were the employee, employer, and temporary employment agency. Mediated many cases where the interests of a party can be impacted by the participation of an insurance carrier. In addition, have mediated many complex contractual issues. Have also mediated employment cases with union involvement.

Serves as a mediator as part of a national panel for The Collins Center for Public Policy, is a Board member for Mediator's Qualification Board, and is the former Owner and Founder of The Resolution Group ("TRG") providing mediation services and mediation training to the general public. Hearing Officer, Broward County Value Adjustment Board; Mediator, Florida Bar Grievance Program (disputes between disgruntled clients and attorneys); Informal Adjuster/Mediator, U.S. Postal Service, (resolution of EEO complaints).

**Professional Licenses**

Admitted to the Bar: Florida (1992).

Florida Supreme Court Certified Circuit Court Mediator (2004); Florida Supreme Court Certified Family Court Mediator (2004); Florida Supreme Court Certified Dependency Mediator (2000); Florida Supreme Court Certified County Court Mediator (1993); FMCS Labor Arbitrator Certification (2006); U.S.P.S. Certification in Labor Arbitration (1991); Florida Supreme Court Qualified Arbitrator (1999); U.S. Equal Employment Opportunity Commission Mediator (1999); EEO Investigator Certification (2018); U.S. District Court, Southern District of Florida, Mediator (2020).

**Professional Associations**

Mediator's Qualification Board, Florida Dispute Resolution Center, Former 20 year Member; Alternative Dispute Resolution Section of the Florida Bar, Member; Labor and Employment Section of the Florida Bar, Member. BNI - Membership Committee.

**Honors and Awards**

2025- Mediator of the Year, Lawyer's Monthly  
2024-Mediator of the Year, Lawyer's Monthly  
2025-Lawyers of Distinction  
2025-Marquis Who's Who in America  
2001-Up and Comer, Florida's Legal Guide

**Education**

Nova Southeastern University, Shepard Broad Law Center (JD-1990); The Ohio State University (BS-1978).

**Citizenship  
Languages  
Locale**

United States of America  
English  
Plantation, Florida, United States of America

*Valerie Kiffin Lewis, Esq.*