

# JANE KOW & ASSOCIATES HR LAW CONSULTANTS

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## Jane Kow's Bio

Jane Kow has practiced employment law and provided human resources consulting services for employers for over 20 years. Following graduation from NYU School of Law in 1993, she practiced at various law firms, where she advised and represented employers of all sizes and across industries in employment disputes. She also served as Senior Counsel and the sole employment lawyer at a Silicon Valley based company with 75 locations worldwide, before founding HR Law Consultants in 2002. Her firm focuses on advising, training, auditing, and investigating workplaces to ensure compliance with federal, state, and local workplace laws.

Jane Kow advises employers on all aspects of workplace laws, including sexual harassment prevention, investigating, and resolving workplace complaints, legal issues of supervision, regulating employee's social media use, documenting employee misconduct and performance issues, medical leaves, and reasonable accommodations for employees with disabilities, and other employment law compliance topics. She has trained hundreds, if not thousands of HR and employee relations professionals, managers, lawyers, and judges on these and other topics and routinely provides customized, interactive sexual harassment prevention training for workplaces consistent with the requirements under AB 1825 California's sexual harassment prevention law.

Jane Kow has conducted scores of confidential, thorough and objective workplace investigations into employee misconduct charges, including workplace violence, hostile work environment, harassment and discrimination based on a variety of protected characteristics, and retaliation claims. These have included claims raised against the General Counsel, Chief Executive Officer, Director of Human Resources, and other members of the senior management team for companies in a variety of industry sectors and sizes, from small non-profits to large government agencies and global corporations. She has trained other lawyers and law firms on how to conduct effective workplace investigations.

Jane Kow has testified before the Commissioners at the Equal Employment Opportunity Commission (EEOC) headquarters in Washington, DC on employer best practices on preventing and investigating workplace harassment, including harassment in social media, harassment against employees with disabilities, and how to conduct effective workplace investigations.

Jane Kow has taught Employment Law classes at the University of California at Berkeley Extension Program in Human Resources and Legal Issues of Supervision classes at San Jose State University's Professional Development Center in the Business and Management Program.

Jane Kow is a frequent speaker at seminars and conferences sponsored by human resources, legal, disability organizations, as well as government agencies such as the California Judicial Council/Administrative Office of the Courts, State Bar of California, American Bar Association, Department of Labor, Equal Employment Opportunity Commission, Disability Management Employers Coalition, and the Northern California Human Resources Association.

She was a special guest on "Employment Solutions at Your Fingertips: Social Media and the Workplace," live broadcast on 1220 AM radio from The MONEYSHOW, Marriot Marquis, San Francisco, CA. She recently appeared on as a guest on "Your Call" 91.7 FM KALW (NPR affiliate station) on "Sexual harassment and the Consequences of Inaction" in work and academic settings.

Jane Kow is frequently retained to provide training on best practices to prevent disability discrimination in the workplace and employers' obligations to engage in an "interactive dialogue" with employees with disabilities to determine reasonable workplace accommodations. She appeared on "**Know Your Rights**" program on KALW 91.7 FM local radio (part of the NPR digital network), discussing reasonable accommodations for employees with disabilities, employees' right to medical privacy under the Americans with Disability Act ("ADA") and Genetic Information Non-discrimination Act ("GINA"), among other hot button issues related to workplace disability accommodations.

