

## Tracy A. Warren

San Diego, California  
Shareholder

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### **Areas of Practice & Industry Specialties**

Labor & Employment; Litigation; Class Actions; Trade Secrets and Employee Mobility



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Tracy Warren is member of the Labor & Employment Practice Group in the Firm's San Diego office. Ms. Warren represents both national and international clients in employment matters involving single plaintiff and class action defense. She advises, counsels, trains and litigates in areas including wage and hour compliance, pay equity, sexual harassment, retaliation, terminations, hiring, leave of absence, reductions in force, employee discipline, workplace accommodations, religious exemption, NCAA bylaw compliance and other matters of legal compliance. Ms. Warren serves as outside counsel to the National Association of Sports Commissions and Women Leaders in College Sports. Ms. Warren represents both individuals and for profit and nonprofit corporations across a wide variety of industries including technology, banking, food & hospitality, pharmaceutical, health care, education, health clubs, insurance, retail as well as nonsecular and religious based clients. She practices in state and federal courts, arbitrates and mediates nationally and practices before state and federal agencies, including the Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, the Unemployment Insurance Appeals Board, the Division of Occupational Safety and Health (Cal/OSHA). Ms. Warren has significant experience conducting investigations involving sexual harassment, sexual impropriety, sexual abuse, hostile work environment, bullying, fraud and retaliation in all sectors.

In addition to her employment practice, Ms. Warren also represents clients in matters concerning NCAA bylaw infractions, drug testing, eligibility and compliance-related matters. She conducts investigations into NCAA and university related legal matters involving Title IX, Cleary Act violations, bullying and cyber bullying, workplace violence, hostile work environment, academic fraud, sexual impropriety, broadcast, social media and First Amendment issues, and Americans with Disabilities Act accommodation issues.

In April of 2019, Ms. Warren received a certificate of recognition for "Outstanding Leadership and Service" provided by California Senator Brian W. Jones in San Diego, California.

### Memberships and Associations

- Association of Corporate Counsel
- California Restaurant Association
- Downtown San Diego Partnership
- BIOCUM member
- Notre Dame Club of San Diego
- Maryland State Bar Association
- New Jersey State Bar Association
- American Bar Association
- Sports Lawyers Association
- Women's Basketball Coaches Association

- San Diego County Bar Association
- San Diego Regional Chamber of Commerce
- National Association of College and University Attorneys
- National Fastpitch Coaches Association
- Women Leaders in College Sports

### **Representative Matters**

- Successfully prosecuted a trade secrets matter in California federal court for a national client, obtaining a temporary, preliminary and permanent restraining order for client and settlement;
- Successfully prosecuted trade secret and proprietary information matter for client against departing employee which lead to early settlement.
- Counsel clients on updating policies and procedures to protect trade secrets, proprietary information and confidential information on mobile devices.
- Counsel clients on protecting trade secrets and proprietary information when employing at home workforce.
- Work with computer forensic experts to retrieve, gather, recover, recreate and produce trade secret and proprietary information electronic data.

### **Presentations**

- Speaker, "Breaking Barriers," UC San Diego Women in Business, October 30, 2019
- Speaker, "Mitigating Risk in College Athletics," Phoenix, AZ, October 15, 2019
- Speaker, "Sports, Communications, and Entertainment Law Forum (SCELf)," Notre Dame Law School, October 11, 2019
- Speaker, "Breaking Barriers - Creating and Maintaining Equality in Sports and Law," San Diego Women's Week, April 5, 2019
- Speaker, "Being Your Own Advocate," SOAR Symposium for Division I Volleyball Coaches, January 25, 2019
- Speaker, "The Business of Being a Field Hockey Coach in 2019," 2019 National Field Hockey Coaches Association Conference, January 15, 2019
- Speaker, "Buchalter Hosting New Year's Resolutions for California Employers," 655 West Broadway, 1st Floor, San Diego, CA 92101, December 11, 2018
- Speaker, "Women on Corporate Boards and Other Issues of Corporate Governance," 2019 SDHR Forum Annual Employment Law Update, December 4, 2018
- Moderator, "2019 Employment Law Changes and Challenges," North San Diego Business Chamber, November 26, 2018
- Moderator, "Preventing Litigation by Managing Risk," 2018 Women Leaders National Convention, October 16, 2018
- Speaker, "How to Meaningfully Respond to Sexual Harassment in the Me Too Era For Women in Sports ," National Association of Sports Commissions Women's Summit at the Women's Final Four, March 30, 2018
- Speaker, "Social Media Horror Stories and How to Avoid Them," Costa Mesa, California , November 1, 2016
- Speakers, "Legal Aspects of Sport Supervision: Evaluating & Training Sports Administrators on Legal Implications," National Association of College Women Athletic Administrators Annual Convention, October 9, 2016
- Speaker, "Employment Law Updates for California Non-Profits," San Diego Roundtable, September 14,

2016

- Speaker, "The Approaching Impact of the FLSA and Overtime Laws for College Sports Information Directors ," National Webinar for CoSIDA, September 1, 2016
- Speaker, "Employment Issues Facing California Restaurant and Hotel Industries ," San Diego Hospitality Industry Roundtable, August 23, 2016
- Speaker, "2016 Legal Challenges Facing Collegiate Athletic Departments and Sports Information Directors including FLSA issues in Athletics," College Sports Information Directors Association Convention, June 1, 2016
- Moderator, "Sports and Business Panel," Notre Dame Business and Sports Conference, February 4, 2016
- Speaker, "Interns, Volunteers, and the Law in the High Tech, Start Up and Media Industries," Webinar, January 26, 2016
- Speaker, "Coaching Tools to Maintain Your Job: Legal Tips on Tackling Investigations, Helicopter Parents, Administrators, and Terminations," National Field Hockey Coaches Association Annual Conference, January 16, 2016
- Speaker, "Touchdowns and Fumbles: Todd Davis of the St. Louis Rams on Fielding Employment Law Issues in Professional Sports," Webinar, December 4, 2015
- Speaker, "Playing Through the Glass Ceiling, Tips and Tools From the NBA's Sacramento Kings coach Nancy Lieberman on How to Thrive in a Male Dominated Profession," Webinar, November 16, 2015
- Speaker, "Understanding the Amendments to California's Paid Sick Leave Law ," Seminar, October 17, 2015
- Speaker, "Contracts, Bonuses, and the Role of the Collegiate Athletic Administrator," National Association of Collegiate Women Athletic Administrators National Convention, October 15, 2015
- Speaker, "Human Resources and Employment Issues Facing Hotel Owners and Operators," Asian American Hotel Owners Cultural Society, September 1, 2015
- Speaker, "Employment Law Updates for the Restaurant and Hospitality Industry," Roundtable for Hospitality Industry Executives, August 4, 2015
- Speaker, "Key Legal Platforms Facing Division One Athletic Directors," 2015 National Association of Collegiate Directors of Athletics Annual Convention, June 13, 2015
- Speaker, "East Meets West—California's New Sick Leave Law for East Coast Employers," Webinar, June 11, 2015
- Speaker, "Employment Issues Facing Hotel Owners in 2015," Choice Hotels Owners Council, February 3, 2015
- Speaker, "How to Protect Yourself and Your Career in Collegiate Coaching ," National Fastpitch Coaches Association National Convention, December 20, 2014
- Speaker, "Getting Your Best Deal: Contract Negotiation Strategies and Protecting Your Coaching Career," American Volleyball Coaches Association National Convention, December 2, 2014
- Speaker, "Legal Issues in College Athletics," National Association of College Women Athletic Administrators National Convention, October 11, 2014
- Speaker, "Religious Rights, Discrimination and Accommodation," Seminar, October 1, 2014
- Speaker, "Laws Impacting Collegiate Sports Information Employees, Employing Exempt, Non-Exempt, Graduate Assistants and Interns in the Collegiate Sports Arena," College Sports Information Directors Annual Convention, June 8, 2014
- Speaker, "Protecting Coaches and Administrators From Negative Allegations ," National Association of Collegiate Women Athletic Administrators, October 12, 2013
- Speaker, "Updates in Employment Law for 2013 and 2014 ," Seminar, October 1, 2013

- Speaker, "University of Notre Dame Play Like a Champion ," 8th Annual Sports Leadership Conference, Notre Dame, July 2, 2013

### **Webinars**

- "Webinar: Equal Pay for Equal Work: How to Ensure Your Company is in Compliance," June 20, 2018
- "Webinar: Equal Pay for Equal Work: How to Ensure Your Company is in Compliance," May 23, 2018
- "Webinar: Meaningfully Responding to Sexual Harassment Accusations in the Wake of the Weinstein Scandal," March 22, 2018

### **Education**

Ms. Warren earned her J.D. from the University of Notre Dame in 1999, her M.J. *cum laude* from Temple University in 1989, and her B.A. *magna cum laude* from The College of New Jersey in 1987.

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### **Bar Admissions**

- California
- Maryland
- New Jersey

### **Court Admissions**

- U.S. Supreme Court
- U.S. District Court, Southern District of California
- New Jersey Superior Court
- Maryland Superior Court
- U.S. District Court, District of Maryland