



RAY J. ARTIANO, ESQ.
Full-Time Mediator



As a founding partner of one of the most successful law firms in San Diego, Ray J. Artiano, Esq. has developed well-regarded expertise in a broad range of labor and employment-related litigation matters involving private and public entities, including cities, municipalities, school and college districts, and hospital districts. Over the past 35 years, he has litigated over 750 employment matters and successfully tried over 40 cases in state and federal courts on behalf of plaintiffs and defendants.

As a mediator, Mr. Artiano's experience representing both sides allows him to fairly evaluate the relative strengths and weaknesses of the parties' positions in each case before him. He is known throughout the legal community as a proactive problem solver who offers unique solutions to complex and challenging issues.

EMPLOYMENT EXPERTISE

- Wrongful termination
- Discrimination claims based upon race, religion, national origin, sexual orientation, sex, gender, age, disability, accommodation, ancestry, FMLA, and CPRA leave
- Harassment and hostile environment claims based upon protected categories
- Retaliation claims based upon FEHA, Labor Code claims, state and federal whistleblower claims pursuant to Government Code section 12653 (Cal. False Claims Act), 31 U.S.C. section 3730(a)(1) (Fed. False Claims Act), 42 U.S.C. section 1320a-7b (Anti-kickback statute), 42 U.S.C. 1395nn (Stark Act)
- Pattern and practice claims under Title VII, sections 706 & 707
- Due process claims, both state and federal pursuant to 42 U.S.C. section 1983
- Title IX violations
- ADA Discrimination
- Education & government claims violations
- Employment contract disputes and wrongful termination based upon public policy
- Wage & Hour violations
- Claims involving commissions and stock options
- Non-competition agreements
- Misappropriation of trade secrets and patents
- Employment-related torts

EDUCATION

- University of San Diego, J.D., 1979
- Boston University, *Magna Cum Laude*, 1975

TEACHING / SPEAKING ENGAGEMENTS

Mr. Artiano has served as an Adjunct Professor at Thomas Jefferson School of Law teaching employment litigation and frequently lectures on a variety of employment-related issues.

HONORS & RECOGNITION

- AV-Preeminent Peer Rating by Martindale-Hubbell in California
- Admitted to practice before all courts in the State of California as well as the United States Supreme Court

PROFESSIONAL AFFILIATIONS

- American Board of Trial Advocates
- San Diego County Bar Association
- San Diego Defense Lawyers (Board of Directors 1999-2002, President 2001)
- Association of Southern California Defense Counsel
- American College of Barristers
- Federation of Defense and Corporate Counsel
- Defense Research Institute
- Professional Liability Underwriting Society
- Presidential Business Commission