



**RAY J. ARTIANO, ESQ.**  
**Full-Time Mediator**



Ray J. Artiano, Esq. is a recognized expert in the field of employment law, and as a full-time mediator limits his practice exclusively to employment-related cases. Before joining ADR Services, Inc., Mr. Artiano had over three decades of experience in a broad range of labor and employment matters representing employees as well as employers. His work was in both the private (small and large businesses) and public sector including cities and other municipalities, in addition to school, college, and hospital districts. Over the past 35 years, he has litigated over 500 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**

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- 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**

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

## **TEACHING / SPEAKING ENGAGEMENTS**

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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**

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- 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**

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- American Board of Trial Advocates
- San Diego County Bar Association
- American College of Barristers
- Presidential Business Commission