

CAROL BOWSER

Attorney, Mediator, Trainer

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Mediation Skills:

I am a Certified Mediation Practitioner (Pierce County Center for Dispute Resolution, 1997). I possess a strong sense of neutrality and a demonstrated ability to assist parties in creating their own solutions to conflict. I strive to ensure that all parties experience psychological, substantive, and procedural satisfaction with the mediation process.

I serve on mediation panels for:

- EEOC, Fred Hutchinson Cancer Research Center,
- Private Party Mediations,
- Washington State Superior & District Court Settlement Conferences,
- Community Mediation Centers,
- Pierce County Small Claims Court, and
- ADRSystems.

Types of Cases Mediated:

- Sex and Race Discrimination/Harassment (Title VII & WLAD)
- Workplace disputes
- Dissolution and Post Dissolution Family Law including property division, maintenance & parenting plans
- Parent/Child, Personal injury Claims
- Washington Landlord Tenant Act
- Washington Mobile Home Act
- Small Claims issues

Curriculum Development/Training:

I create training programs that are informative, interactive, and dynamic. Participants walk away with skills and tools that have direct applications in life and work.

I have developed curriculum in these topics:

- Conflict Resolution in the Workplace (Proposed 90 hour certificate program University of Washington)
- Conflict Resolution in Life and Work (Proposed 24 hour mini-certificate program Pierce College)
- Sexual Harassment--What Managers and Supervisors Need to Know (Private Employers)

- Pierce County Center for Dispute Resolution 40 hour Basic Mediation Training (Training & Materials--Complete Revision)
- Communication Skills, Listening Skills, Role of the Mediator, Power Balancing within Negotiations, Dealing with Anger, The Mediator's Caucus--A Powerful Tool. Dealing with Explosive Situations (Puyallup School District)
- Employment Mediations & Cultural Diversity (Washington State Interagency Mediation Project)
- Conflict on Campus--Alternative Dispute Resolution in Public Schools (Association of Washington School Principals)

My audiences have included:

- Attorneys, Community Members
- Business Owners
- Students
- School District Personnel
- Law Enforcement Officers
- Department of Corrections Officers
- Military EEO Officers
- Elected Officials
- Social Workers
- Union Members
- Human Resource Personnel
- Managers
- Supervisors

Legal Skills:

I am licensed attorney in the State of Washington.

I represented individuals and businesses in matters concerning:

- Fair Labor Standards Act
- Washington Minimum Wage Act
- Civil Rights Act of 1964 (Title VII)
- Washington Law against Discrimination
- Personal injury matters

Work History:

Trainer & Mediator

Self Employed
Puyallup, WA
1/2003 to present

Lead Trainer

Pierce County Center for Dispute Resolution
Tacoma, WA
4/1999 to present

Mediator

EEOC
Seattle, WA
7/1998 to present

Mediator

Pierce County Center for Dispute Resolution
Tacoma, WA
6/1994 to present

Attorney

The Stephens' Law Firm
Kent, WA
7/1999 to 1/2002

Attorney

Larson & Bowser/David A. Larson
Federal Way, WA
1/1998 to 7/1999

Director of Operations/Panelist

Litigation Alternatives
Federal Way, WA
1/1998 to 7/1999

Contract Attorney

Law Office of Hugh McGavick
Olympia, WA
1/1998 to 1/1999

Training Programs Coordinator

Pierce County Center for Dispute Resolution
Tacoma, WA
11/97 to 12/98

Education:

Juris Doctorate Seattle University School of Law.
Bachelor of Arts--International Studies University of Denver

Professional Association Memberships:

- Washington State Bar Association
- Tacoma Pierce County Bar Association
- American Bar Association
- Puget Sound Inns of Court
- Washington State Trial Lawyers Association.

References available upon request