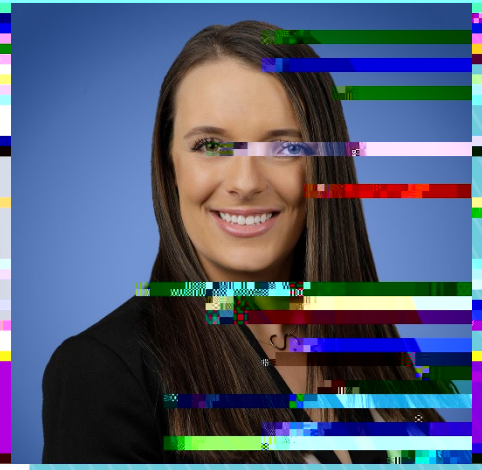




THE JOURNAL OF THE  
LAW SOCIETY OF  
SOUTH AFRICA

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Overview

Sarah E. Fama is Senior Counsel in Lozano Smith's Walnut Creek office. She represents public agencies through various aspects of employment and general liability issues.

Experience

Ms. Fama represents public employers at California Superior Court, California Labor Commission, California Unemployment Insurance Appeals Board, California Workers' Compensation Appeals Board, Department of Employment and Housing, and Equal Employment Opportunity Commission. She regularly defends employers against claims of harassment, discrimination, wrongful termination, and wage and hour violations. Clients seek out to provide guidance, education and training to employers regarding employment law compliance, in areas of harassment, discrimination, separation, accommodation, and wage and hour compliance.

She is routinely involved in investigations, either by guiding employers through the investigation or by acting as an investigator herself. She also advises employers and provides training on various topics including investigations, Title IX, sexual harassment, Uniform Complaint Procedure, retaliation, discrimination and other complaints that may arise in an education setting.

Education

Ms. Fama received her Juris Doctor degree from the University of the Pacific, McGeorge School of Law, where she was named to the Dean's Honor List. Her J.D. concentration was focused on International Legal Studies. She earned her Bachelor of Arts in Sociology from the University of Alberta.

# Monica D. Batanero

Senior Counsel

Los Angeles Office  
mbataner@lozano-smith.com  
213.929.1066

## Overview

Monica D. Batanero is Senior Counsel in Lozano Smith's Los Angeles office. Ms. Batanero advises educational institutions on student, special education and personnel issues.

## Experience

Ms. Batanero provides legal counsel to community college districts and school districts on day-to-day issues involving Title IX compliance, sexual harassment/discrimination/harassment, Section 504, IDEA, governance, Public Records Act, and student discipline. She regularly conducts workplace and school investigations involving alleged misconduct in violation of board policy and/or including Title IX sexual harassment, professional standards and code of conduct findings to clients on Title IX, Section 504, IDEA workplace and school investigations, sexual

Student  
Special Education  
Labor and Employment  
Investigations

Title IX  
Governance

J.D., University of San Francisco, School of Law - California

M.S., University of Southern California

B.S., University of Southern California

## WHO WE ARE & WHAT WE DO

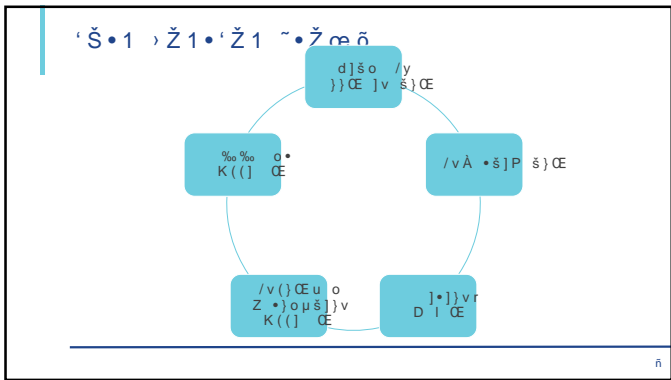
Lozano Smith is a full-service education and public agency law firm serving hundreds of California's K-12 and community college districts, and numerous cities, counties, and special districts. Established in 1988, the firm prides itself on fostering longstanding relationships with our clients while advising and counseling on complex and ever-changing laws. Ultimately, this allows clients to stay focused on what matters most—the success of their district, students and communities they serve. Lozano Smith has offices in eight California locations: Sacramento, Walnut Creek, Fresno, Monterey, Bakersfield, San Luis Obispo, Los Angeles, and San Diego

## AREAS OF EXPERTISE

- f* Administrative Hearings
- f* Charter School
- f* Community College
- f* Facilities & Business
- f* Governance
- f* Investigations
- f* Labor & Employment

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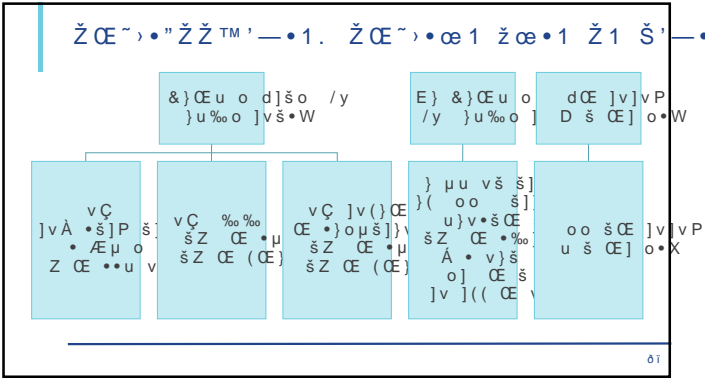
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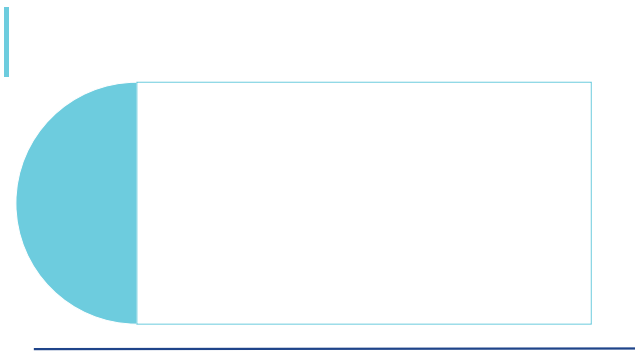
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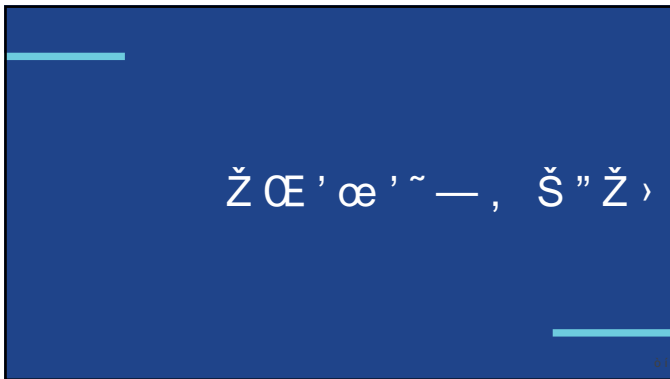
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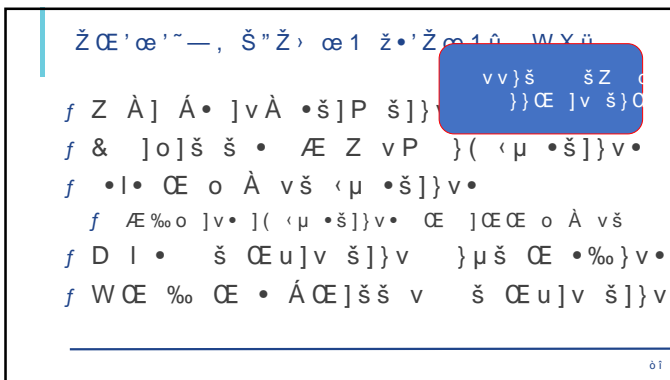






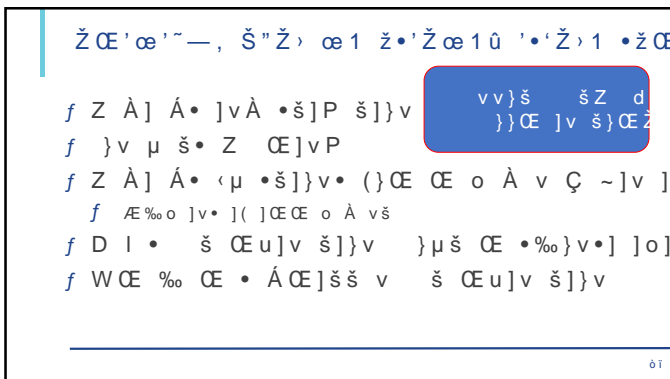
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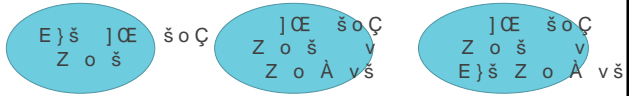
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Disclaimer:

These materials and all discussions of these materials are for instructional purposes only and do not constitute legal advice. If you need legal advice, you should contact your local counsel or an attorney at Lozano Smith. If you are interested in having in-service programs presented, please contact [clientservices@lozanosmith.com](mailto:clientservices@lozanosmith.com) or call (559) 435-6600.