

**MICHAEL V. TOM, J.D.**  
Portland, OR

## **WORK EXPERIENCE**

### **Rose International, Portland, Oregon, (October 2016-February 2018)**

#### **Senior Human Resource Consultant, Contingent Worker to Kaiser Permanente.**

Investigate and prepare responses to state and federal agency discrimination complaints brought against Kaiser Permanente. Investigate and resolve internal discrimination complaints brought by Kaiser employees. Develop and deliver training to HR Employee & Labor Relations Consultants and Disability Case Managers. Provide expertise and advice to Human Resource Consultants and Disability Case Managers to assess and address complex discrimination and disability issues. Coordinate and advise to address litigated, complex and high risk employment matters.

### **Oregon Health & Science University, Portland, Oregon (2004-June 2016)**

#### **Director, Affirmative Action and Equal Opportunity (2011-June 2016); Associate Director (2007-2011); Compliance Officer (2004-2007).**

Supervise and direct eight employees with department budget of \$1.1 million that has primary responsibility at OHSU to investigate and resolve discrimination/harassment and other complex employee relations concerns. Lead OHSU civil rights compliance programs for OHSU: affirmative action planning, disability and religious accommodation requests and disability awareness training. Develop and conduct employment law compliance training for staff, faculty and management in accordance with federal, state and local laws and OHSU's policies in areas of prohibited discrimination/harassment such as race, gender, sexual orientation / gender identity, disability (Americans with Disabilities Act), age and religion. Represent OHSU in preparing responses to administrative charges from Oregon Bureau of Labor and Industries, Equal Employment Opportunity Commission and Office of Federal Contract Compliance Program. Conduct community outreach to diverse populations. Lead programs and advise OHSU leadership in its efforts to enhance diversity and inclusion recruitment and retention at OHSU.

### **Hoffman, Hart & Wagner, Portland, Oregon (1997-2004)**

**Associate Attorney.** Advise employers and management in all aspects of employment litigation and pre-litigation. Handle cases filed in state and federal courts or with Oregon Bureau of Labor and Industries and Equal Employment Opportunity Commission. Representative cases include Title VII, ADEA, ADA, FMLA/OFLA, wrongful discharge, state and federal wage and hour claims. Practice emphasis on defending employers from civil rights, employment claims and agency charges. Trial, mediation, arbitration and settlement negotiation experience.

### **Corbett Gordon & Associates, Portland, Oregon (1995-1997)**

**Associate Attorney.** Advise employers and management in all aspects of employment litigation and agency charges (BOLI and EEOC). Representative clients include a large grocery chain, fast food and movie theater businesses.

## **EDUCATION**

Willamette University College of Law, Salem, Oregon  
Juris Doctorate and Dispute Resolution Certificate, 1993

University of Washington, Seattle, Washington  
Bachelor of Arts, English, 1989

## **CREDENTIALS**

Licensed to practice law in Oregon; Washington (inactive license)

## **BOARDS AND LEADERSHIP**

Diversity Advisory Council (OHSU), Co-Chair, 2011-2016

Physical Access Committee (OHSU), Co-Chair, 2011-2016

Night for Networking, Chair and Co-Founder, 2009-2016

Grant High School Modernization Project, Design Advisory Group Member, 2015-2016

Oregon Native American Chamber of Commerce, past Board Member/Co-Vice President/  
Advisor, 2007-present

Community Transitional School, Board Advisor, 2010-2014

Asian Pacific Islander Forward, Advisory Board, 2013

Multnomah County Merit Council Civil Service Commission

State of Oregon Promise Internship Program, Steering Committee, 2005-2008

NW EEO Board Member

## **REPRESENTATIVE PRESENTATIONS**

*Engaging in the ADA Interactive Process*, Disability Management Employer Coalition, Co-Presenter, 2017

*Diversity: Economic Realities – Recruiting and Retaining a Diverse Workforce*, Oregon Bio 2016: The Bioscience Landscape Conference, Panelist, 2016

*Night for Networking, An Annual Business Networking Event Highlighting Job-Seekers with Disabilities*, Pacific Rim International Conference on Disability and Diversity, Co-Presenter, 2016

*Foundation of a Diversity Action Plan at an Academic Health Center*, Webinar for Institute for Diversity in Health Management, American Hospital Association, Co-Presenter, 2015

*Foundations of a Diversity Action Plan*, Moda, 2015

*Foundations of a Diversity Action Plan*, Basic Rights Oregon, 2015

*The State of Diversity: The Power of Difference*, NW Natural, 2013

Leadership Academy, Presenter, 2013

NW EEO Annual Member Meeting, Panelist Presenter, 2012

*Building A Diverse and Inclusive House*, PGE Leadership Training, 2012

Breakfast of Champions - Partners in Diversity, Panelist Presenter, 2012

*Disability Management Training*, CUPA HR, 2011