

CHARLES M. CARRON

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District of Columbia, Office of the State Superintendent of Education Office of Dispute Resolution, Impartial Hearing Officer

- Preside over special education due process hearings.
- Mediate and adjudicate disputes initiated by or against parents of children with disabilities in matters relating to the identification, evaluation, or educational placement of children with disabilities who reside in the District of Columbia, and/or the provision of a free appropriate public education to such children.
- Mediate and adjudicate residency fraud disputes.

Professional Experience

Civil Rights and Human Resources Consulting Practice

- Advice on civil rights legal compliance and human resources best practices.
- Arbitration and mediation of civil rights and workplace disputes.

Alexandria, Virginia Human Rights Commission, Commissioner

- Set human rights policy of the City.
- Hear complaints not resolved at the Office of Human Rights staff level.
- Research, study and hold public hearings on matters that affect the equal rights of the general public.
- Monitor and evaluate the City's affirmative action plan and report findings semiannually to the City Council.

Library of Congress, Director for Workforce Management

- Directed labor relations and employee relations for 3,500-employee federal agency, including collective bargaining negotiations with four unions.
- Managed Dispute Resolution Center (mediation, conflict resolution) and performance management programs.

Arlington, Virginia Human Rights Commission, Commissioner

- Reviewed reports of investigation of discrimination complaints.
- Authorized conciliation of meritorious claims.
- Conducted public hearings and made findings and recommendations.

Verizon Communications, Senior Labor and Employment Counsel

- Developed and implemented human resources best practices including “zero tolerance” harassment policies and compliance programs for all labor and employment laws.
- Advised multi-disciplinary Reasonable Accommodation Committee on appropriate accommodation of disabilities of qualified employees.
- Advised management on appropriate disciplinary actions and response to union grievances.
- Represented employer in arbitration hearings.
- Supervised investigation and conciliation of employment discrimination complaints, issued employer’s position statements and represented employer in administrative hearings.
- Wrote collective bargaining proposals, consulting and employment contracts, and separation agreements.
- Conducted “due diligence” reviews and developed labor and employment strategies in divestitures, mergers, acquisitions, and subsequent restructuring and downsizing.
- Developed affirmative action programs and minority subcontracting programs and represented companies in US Department of Labor audits.
- Supervised trial lawyers defending approximately 100 employment lawsuits.
- Developed and implemented litigation management system.
- Advised Congressional Relations office on civil rights and employment-related legislation.
- Advised pension and benefit plan fiduciaries on claims and appeals.

Education

Stanford Law School, J.D.

Princeton University, A.B. in Economics, magna cum laude, Phi Beta Kappa.

George Mason University, Northern Virginia Mediation Center, Certificate in Workplace Mediation and Conflict Resolution.