

Ramona M. Justice

Attorney Ramona M. Justice is a native Washingtonian, and attended D.C. Public Schools. She is a licensed Attorney, engaged in the private practice of law in Washington, D.C., since 1989. Areas of practice include(d): corporate; partnership; family; domestic relations; personal injury; agency; equity and conflict of law; sales and secured transactions; contracts and tort law; while specializing in probate law. Areas of probate law include: Wills, trusts, estates, guardianships, and conservatorship. Ms. Justice serves as guardian and conservator on behalf of the elderly, disabled, and children.

While pursuing the practice of law, Attorney Justice also pursued a public service career, with Federal, State, and Municipal governments, acquiring approximately nineteen years experience in areas of ***civil rights, labor, constitutional, and administrative law***. Ms. Justice' experience includes, however, is not limited to:

- Directing and managing the U. S. Department of Agriculture, Food and Nutrition Service, Labor Relations Office; and a nationwide labor relations program. Managed and supervised staff ; to ensure the effective administration of the agency's negotiated grievance systems.
- Directing and managing the U.S. Department of Agriculture, Food and Nutrition Services, Office for Civil Rights; and a nationwide civil rights program. Managed and supervised staff ; to ensure effective administration of the agency's Program and equal employment opportunity (EEO) complaint systems; EEO counseling, arbitration, mediation; and Special Emphasis programs.
- Directing and managing the administrative due process complaint system, for the City of Seattle, Civil Service Commission. Managed and supervised staff , and Hearing Officers; to ensure the effective administration of the Commission's administrative due process complaint system.
- Conducting pre-trial and administrative hearings, such as, pre-hearing and pre-trial settlement conferences, discovery, mediation, arbitration, and evidentiary hearings. Presided over administrative due process complaint hearings, involving alleged prohibited personnel practices. Issued subpoenas, imposed sanctions for procedural and substantive violations, issued written administrative orders, and final agency decisions.
- Engaging in appellate review of Federal final agency decisions, involving complaints of employment discrimination.
- Presiding over special education due process hearings.

Attorney Justice has excellent communication and writing skills.. She is a skilled negotiator of nationwide contracts, labor agreements, settlement agreements, and memorandums of understanding. Experience also includes mediating, arbitrating, and litigating labor relations disputes and grievances, before third party Federal agencies; investigating criminal and civil matters; and engaging in civil litigation. Ms. Justice currently serves as Student Hearing Officer, for the Office of the State Superintendent of Education, presiding over special education due process hearings, and rendering final agency decisions.

Several public service positions, include:

- Administrative Law Judge/Hearing Officer, D.C. Public School Board
- Law Clerk/Attorney, Equal Employment Opportunity Commission, Office of Review and Appeals
- Director of Labor Relations, U.S. Department of Agriculture, Food and Nutrition Service
- Civil Rights Director, U.S. Department of Agriculture, Food and Nutrition Service
- Executive Director, City of Seattle Civil Service Commission

EDUCATION

Ms. Justice has a Bachelor Degree in Business Administration, received from the University of the District of Columbia in 1982, and a Juris Doctorate Degree, received from Howard University School of Law, in 1985.

MEMBERSHIPS

Member: D.C. Bar Association
Washington Bar Association
U.S. Court of Appeals

Former Member: D.C. Superior Court, Criminal Division, Pretrial Services Agency
Executive Committee