

Heidi Woessner Remick

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SENIOR ATTORNEY

Employment Law / Trial Attorney / Adjunct Professor

Dedicated, versatile and detail-oriented Counsel with over 17 years of practice-area expertise in criminal, employment, juvenile, and appellate law. Passionate advocate for equity and inclusion, working diligently to evaluate and litigate cases, ensure fair representation and propel positive outcomes for sensitive and complex legal matters. Adept in evaluating issues and completing projects while producing professional results against demanding deadlines. Outstanding ability to be concise, complete, logical, objective and persuasive in both written and oral communications.

- Criminal/Employment/Appellate Law
 - Legal Research & Writing
 - Domestic & Sexual Abuse
 - Trauma Informed
 - Motion Practice/Litigation
 - Workplace Investigations
 - Jury Selection & Trial
 - Witness Preparation
 - Settlements /Negotiations
 - Compliance Review
 - Digital Evidence
 - Appellate Briefing/Argument
 - Supervision/Training
 - Lectures/Presentations
 - Curriculum Development
 - Formative/Summative Learning Assessment
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Professional Experience

Nevada Legislative Counsel Bureau, Carson City, NV

Deputy Human Resources Counsel, 2020–Present

Ensure compliance with employment laws: conduct periodic review of Bureau policies and rules, developing policies when necessary (e.g., pandemic response), conduct training regarding rules and policies to ensure understanding and enforcement, provide management training and support to legislators, staff, and supervisors. Receive and respond to employee complaints, oversee investigations of alleged harassment or discrimination, and work with outside counsel as appropriate. Engage in interactive process with employees with disabilities to ensure proper accommodations are provided and effective. Review job descriptions and job announcements for accuracy and completeness, and document new employee information.

- Create effective training presentations and develop opportunities to further establish organizational goals.

Vermont Law School, South Royalton, VT

Adjunct Professor, 2017 - present

Responsible for educating graduate law students in Narrative Writing (asynchronous online) seminar and in all aspects of Criminal Law and Procedure (live classes). Actively engage students in asynchronous online classes through an architecture of engagement in the online classroom, using web-based tools and learning management system, and emphasizing interactive discussion boards. Facilitate dynamic class discussions, group activities, and respectful debate on a variety of topical and sensitive issues related to the criminal justice system. Monitor student learning and mastery through a variety of formative and summative assessments consistent with the bar exam.

- Promote the development and professional growth of law students through innovative and collaborative face-to-face and asynchronous online education with class sizes up to 75 enrollees

Continued...

Windsor County States Attorney, White River Junction, VT

Deputy State's Attorney, 2003–2020

Investigated and prosecuted allegations of sexual violence, physical and sexual abuse of children, and exploitation of vulnerable adults as dedicated prosecutor to the Windsor County Special Investigations Unit. Prosecuted a diverse array of high-level felony, misdemeanor and CHINS cases before the Vermont Superior and Supreme Courts. Responsible for all aspects of case management including but not limited to charging decision, discovery, jury trial, appeals, and post-conviction relief filings. Advocated on behalf of crime victims with compassion and trauma sensitivity, including educating judges and jurors about the impact of trauma on memory and victim behavior. Collaborated with law enforcement and child protection agencies to prepare investigations for court. Specialized in the collection and use of digital evidence to improve prosecutorial outcomes, assisting law enforcement to draft effective search warrants, preparing computer forensic experts to testify in a manner understandable to judges and jurors, and authenticating and introducing digital evidence in accordance with evidentiary rules. Engaged with numerous advocacy agencies throughout the county to provide resources and support for local populations.

- Provided top-notch, trauma informed advocacy in prosecutions of domestic and sexual violence

Weathersfield School / Windsor Southeast Supervisory Union Boards, Ascutney, VT

School Director, 2016-2019

Elected to serve on the Weathersfield School and Windsor Southeast Supervisory Union boards. Shaped and applied school mission to guide decision-making in policy-making, employment, operations and budget development. Led collective bargaining negotiations with educator and support staff unions. Engaged the community to solicit and inform public sentiment on a myriad of issues related to school management. Successfully lobbied legislators and the Vermont Agency of Education to stop an unpopular initiative to merge school districts.

- Administered contract negotiations with education stakeholders
- Developed and presented annual budget to voters

Education, Awards and Credentials

Juris Doctor

Western New England University School of Law – Springfield, Massachusetts

Bachelor of Arts in History

Smith College – Northampton, Massachusetts

Licensure

Admitted to Vermont Bar, March 2004

Publications

1. Criminal Law –The Crucible of Adversarial Testing: Ineffective Assistance of Counsel and Unauthorized Concessions of Client's Guilt, 24 W. New. Eng. L. Rev. 315 (2002).
2. Meet the Diblings: How Two Moms and Their Kids Discovered an Extensive Extended Family, Kids VT Magazine, page 55, May 2016.