

CURRICULUM VITAE

KEITH ROHMAN, AWI-CH

Public Interest Investigations, Inc.
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WORK EXPERIENCE

Public Interest Investigations, Inc.
Founder & President

1984 – present

Licensed investigator providing workplace, campus, civil and criminal investigations; litigation support; and expert witness testimony for government entities, corporations, and attorneys.

TESTIMONY, LITIGATION SUPPORT & INVESTIGATIVE EXPERIENCE

1. Testified as expert in litigation filed by a legal nonprofit against a state's Department of Corrections regarding the sufficiency of internal affairs investigations conducted by the department.
2. Served as an expert regarding the sufficiency of a high school human resources department's investigation of a bus driver's alleged sexual assault of a 15-year-old high school cheerleader.
3. Investigated allegations of financial improprieties, conflicts of interest and other misconduct involving members of the University of California (UC) Board of Regents and the Office of the President. Separately, investigated the Chancellor of UC Berkeley, who resigned following the issuance of our report.
4. Conducted investigations with the Los Angeles Sheriff's Department's Internal Affairs investigators on investigations under the *Bouman v. Baca* discrimination consent decree. Also provided training to IA investigators.
5. Testified in two separate cases regarding the sufficiency of an investigation into potential violations of Title IX by a tenured professor in a lawsuit filed against a major university.
6. Expert Witness for counsel on workplace and Title IX investigations relating to higher education, public and private sector employers.
7. Appointed Court Monitor by U.S. District Court Judge Audrey B. Collins in *Fred Pierce, et al v. County of Orange, et al.*, a class-action suit alleging that Orange County jail facilities did not comply with the Americans with Disabilities Act (ADA) and that disabled inmates were denied access to some of the jail's programs and services. (June 2011 to February 2014)
8. Investigator for attorneys in groundbreaking litigation on behalf of former service women and men who were sexually assaulted while in the U.S. military.

9. Principal investigator for attorneys in litigation filed on behalf of Iraqis tortured at the Abu Ghraib prison against two American defense contractors, and against Blackwater for killings in Nisoor Square, Baghdad, in September 2007.
10. Investigations of over 50 death penalty murder cases for defense counsel across the U.S, including California, Arizona, Alaska, Washington, Indiana, Utah and New York.

Loyola School of Law, Los Angeles
Adjunct Professor of Law

2005 - 2025

Taught “Fact Investigation Techniques and Sources” course for 20 years. Content covered employment discrimination investigation techniques, standards for sufficiency of investigations, and credibility assessment.

Association of Workplace Investigators (AWI)
Past-President

2017 – 2019

AWI is a global professional membership association for attorneys, human resource professionals, private investigators, and others who conduct or manage workplace investigations with over 2,600 members worldwide.

Los Angeles City Human Relations Commission (HRC)
President

2006 – 2014

Appointed by Los Angeles Mayor Antonio Villaraigosa to HRC board. The agency is responsible for discrimination and human relations oversight.

Los Angeles Sheriff’s Department Equity Oversight Panel (EOP)
Member

2008 - 2011

Appointed by the Los Angeles County Board of Supervisors to the EOP board, an independent civilian oversight panel.

- Reviewed Internal Affairs investigations into violations of the Sheriff’s Department’s Policy of Equality.
- Recommended dispositions and discipline for Policy violations.

Office of Discrimination Investigation (ODI), City of Los Angeles
Executive Director

1997 – 2001

The ODI was a neutral body operating under Los Angeles’s Personnel Department:

- Investigated complaints of employment discrimination by City employees, including Los Angeles City Police Department and Los Angeles Fire Department employees.
- Evaluated the City’s practices and policies relating to employment discrimination investigation and recommended changes to the City Council.

International Monitoring Project
South African Truth and Reconciliation Commission
International Monitor

1998

Observed the hearings and surveyed the Commission’s investigative staff of the National Lawyers Guild Southern African Section. Participated in the drafting of the Monitoring Project Report.

REPRESENTATIVE TRAINING PROGRAMS

California Commission on Peace Officer Standards and Training (POST)

Provided three-day training on investigation techniques and report writing for POST investigators. POST is the licensing agency for peace officers in California. (2024)

California Civil Right Department (formerly Department of Fair Employment and Housing)

Provided day long trainings for housing discrimination investigators on interview techniques and procedures for contacting witnesses. (2018, 2019 and 2023)

Association of Workplace Investigators (AWI)

- Advanced Seminar: Co-Chair, Program Developer and Faculty of a new, two-day interactive program in advanced workplace investigations techniques. (February 2022 – present)
- National Training Institute for Workplace Investigators: Senior Faculty of trainings held in San Diego, Santa Barbara and Sonoma, California; Groton, Connecticut; Baltimore, Maryland; Atlanta, Georgia; Philadelphia, Pennsylvania; Park City, Utah; and Toronto, Ontario, Canada. (2013 – 2022)

Los Angeles Sheriff's Department's Internal Affairs

Conducted investigations training for the department's investigators under the *Bouman v. Baca* discrimination consent decree. (2003)

REPRESENTATIVE SPEAKING ENGAGEMENTS

"Effective, Sensitive, Transparent: Trauma-Informed Workplace Interviews," Association of Workplace Investigators, Inc.'s Advanced Seminar, Marina del Rey, California, 2026

"The Criminal and the Civil: Non-Equity Investigations in the Public Sector," CALPELRA's 50th Annual Training Conference, Monterey, California, 2026

"Human Rights Litigation Investigation," Social Justice Impact Litigation, Widener University Delaware Law School, Wilmington, Delaware, 2025

"The Do's & Don'ts of Conducting a Workplace Investigation," Saturday Seminar series, Los Angeles County Bar Labor & Employment Law Section, Los Angeles, California, 2024

"Lessons from the Cuomo Investigation," 2022 Program on New Developments in Workplace Sexual Harassment, Berkeley Center on Comparative Equality and Anti-Discrimination Law, UC Berkeley School of Law, Berkeley, California, 2022

"Are You Sure About This Finding; Dealing with Influence and Pressure During an Investigation," Association of Workplace Investigators Annual Conference, Denver, Colorado, 2021

"Title IX Investigations and Interview Techniques," California Association of Licensed Investigators webinar, 2020

"The Interplay Between Workplace Investigation and Criminal Investigation," webinar for Association of Workplace Investigators (AWI), 2020

“Virtual Trauma-Informed Interviewing: Why We Need This Approach,” webinar for T9Mastered Training, 2020

“Guide to Workplace Investigations,” including special segment on Bullying Investigations, UCLA, Employee & Labor Relations, Campus Human Resources staff, Los Angeles, California, 2020

“Harassment in the #MeToo Era –Past, Present, and Future,” Orange County Labor & Employment Relations Association, Anaheim, California, 2018

“No Secret Handshake Here: Handling Non-EEO Investigations,” 2016 Annual Conference, Association of Workplace Investigators, San Francisco, California, 2016

“Drug and Alcohol Investigations - Intoxication and Incapacitation in Title IX Investigations,” Association of Chief Human Resource Officers (ACHRO), Sacramento, California, 2016

“Mitigation Investigations and Mental Health Issues,” Class on Mental Health and the Law, Northwestern School of Law, Chicago, Illinois, 2016

“Interviewing Trauma Survivors in Death Penalty Investigation,” Abnormal Psychology Class, John Jay College of Criminal Justice, New York, New York, 2015

“Workplace Investigations: How to Get Them Right & How to Address & Avoid Biases,” Employment Law Fall 2015 Study Section Conference, County Counsel's Association of California, Santa Barbara, California, 2015

“Across the Divide: Cultural Competency & Interviewing People Different than Ourselves,” Sixth Annual Conference, Association of Workplace Investigators (AWI), Los Angeles, California, 2015

“Interviewing: The First 90 Seconds and Beyond,” 39th Annual Training Conference, California Public Employers Labor Relations Association (CALPELRA), Monterey, California, 2014

“Capturing the Witness Statement,” Fourth Annual Conference, Association of Workplace Investigators, Glendale, California, 2013

“Ground Zero: An Expert Approach to Interview Techniques,” Association of Human Resources Officers/Equal Employment Officers (ACHRO/EEO) 2013 Fall Training Institute, Newport Beach, California, 2013

“Understanding and Addressing the Role of Bias in Investigation,” AWI Local Circle- Attorneys and Investigators, Toronto, Ontario, Canada, 2013

PRESENTATIONS/PUBLICATIONS

“Hold Workplace Probes to High Standards – the Kavanaugh Investigation,” co-author, Washington Business Journal, January 17, 2020.

“Trauma-Informed Interviewing in Workplace Investigations,” co-author, AWI Journal, Association of Workplace Investigators, July 2018.

“Capturing the Witness Statement,” co-author, AWI Journal, Association of Workplace Investigators, July 2013.

“Diagnosing and Analyzing Flawed Investigations: Abu Ghraib as a Case Study,” author, Cardozo Law Review de novo, Cardozo School of Law, July 2009

“Lost in Translation: Lawyers and Interpreters,” author, presented at the Mexican Capital Legal Assistance Program seminar, Phoenix, AZ., 2008; published in Los Angeles Daily Journal, May 5, 2008.

“Investigating the Past: An Examination of the Investigative Unit at the South Africa Truth and Reconciliation Commission,” author, Truth and Reconciliation; Exposing Offenses of the South African Apartheid Past, National Lawyers Guild, New York, 2004.

Education

Mt. St. Mary's College, Bachelor of Arts, Magna Cum Laude, May 2001

State License

Licensed Private Investigator, PI#10349, State of California, January 1984.