

NICOLE TORRADO

MEDIATOR

Nicole Torrado is an experienced employment mediator and workplace investigator who brings over 20 years of sophisticated legal practice to dispute resolution. Her career spans diverse roles in employment law from serving as Interim General Counsel for a global 900-employee organization to defending Fortune 100 companies in complex employment litigation to prosecuting on behalf of vulnerable populations. This breadth of experience provides her with deep understanding of organizational priorities, legal strategy, and the human element that drives every workplace dispute.

As in-house counsel managing legal matters across 45 states, Nicole developed deep understanding of how employment decisions impact operations, culture, and the bottom line. She knows what keeps executives up at night and how organizations evaluate risk. Her years in defense litigation taught her the strategic calculus that drives case resolution and settlement negotiations. Her prosecution experience working with crime victims and vulnerable populations developed her ability to connect with people facing traumatic situations building the trust and rapport essential to effective mediation. People find her to be genuine, transparent, and trustworthy, particularly in high-stakes, emotionally charged disputes.

Nicole now dedicates her practice exclusively to neutral services through Torrado Resolutions, specializing in employment mediation and workplace investigations. She handles the full range of employment disputes including discrimination, harassment, retaliation, wrongful termination, accommodation failures, wage and hour matters, and multi-party workplace conflicts.

What distinguishes Nicole is her practical, business-minded approach combined with genuine empathy for all parties. She understands the high stakes employment disputes carry for both organizations and individuals, and she's committed to helping parties move forward with solutions that preserve dignity, provide clarity, and restore confidence.



AREAS OF EXPERTISE

- Discrimination & Bias Claims
- Harassment & Hostile Work Environment
- Retaliation & Whistleblower Matters
- Wrongful Termination
- Accommodation Failures
- Leave Complications
- Wage & Hour Claims
- Performance Disputes
- Multi-Party Workplace Conflicts

CONTACT

- Case Manager: Nikki Safavi
- nikki@torradoresolutions.com
- 510-315-7390
- Based in Oakland, CA and Available Statewide - Virtual and In-Person Services

TORRADO
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EXPERIENCE

- Mediator, Torrado Resolutions
- Interim General Counsel & Corporate Secretary, Public Health Institute
- Deputy Chief Legal Counsel, Public Health Institute
- Corporate Counsel, Public Health Institute
- Senior Counsel, Sanchez & Amador
- Attorney, Seyfarth Shaw LLP
- Assistant State's Attorney, Cook County State's Attorney Office, Chicago, IL

EDUCATION

- J.D., Loyola University Chicago School of Law
- B.A., University of Notre Dame

ADMISSIONS

- California State Bar
- Illinois State Bar

LANGUAGES

- Proficient in Spanish