

**HR LAW CONSULTANTS  
EMPLOYMENT LAW ADVICE  
HUMAN RESOURCES CONSULTING  
WORKPLACE TRAINING, AUDITS & INVESTIGATIONS**

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**Jane Kow's Bio**

Jane Kow has practiced employment law and provided human resources consulting services on behalf of employers for 30 years. Following graduation from NYU School of Law in 1993, she practiced at prominent law firms, where she represented employers of all sizes and across industries in employment disputes. She also served as Senior Counsel and the sole employment lawyer at a Silicon Valley based company with 75 locations worldwide, before founding HR Law Consultants in 2002. Her practice focuses on advising, training, auditing and investigating workplaces to ensure compliance with federal, state and local workplace laws. Jane Kow has testified before the Commissioners at the EEOC headquarters in Washington, DC on employer best practices on preventing and investigating workplace harassment and how to conduct effective workplace investigations. She was recently named a Super Lawyer in 2025, a milestone achieved by the top 5% of all lawyers in Northern California each year.

**Legal Advice for Employers On Personnel Policies and Practices**

Jane Kow advises and trains workforces on compliance with workplace laws, including the prevention of discrimination, sexual harassment prevention, and retaliation, investigating and resolving workplace complaints. She has been retained as a trial expert to provide consulting services and to testify in a number of cases on human resources best practices, workplace investigations and workplace disability accommodations.

**Workplace Investigations and Audits**

Jane Kow has conducted investigations into workplace complaints involving employee misconduct, discrimination and harassment, retaliation, and workplace violence. These investigations have involved complaints against corporate executives and leaders of non-profit and public organizations, the Chief Executive Officer, General Counsel, Managing Partners, and the head of Human Resources of privately held companies, publicly traded corporations, government agencies, prominent law firms, and religious organizations.

She has also conducted comprehensive audits of workplace practices, policies, and procedures to ensure compliance with a variety of employment, and wage and hour laws to ensure timely and accurate payment of overtime, meal periods and rest breaks, classification of salaried (exempt) vs. hourly (non-exempt) employees and independent contractors.

**Customized, Interactive and Practical Training On A Variety of Workplace Topics**

Over the years, Jane Kow has provided training presentations to thousands of human resources, employee relations professionals, managers, lawyers, and judges on these and other topics. She routinely provides customized, interactive sexual harassment prevention training for workplaces consistent with the requirements under AB 1825 California's workplace sexual harassment prevention law. Jane Kow frequently provides customized training on best practices to prevent disability discrimination in the workplace and obligations to engage in an "interactive dialogue" with employees to determine reasonable accommodations.

She has taught Employment Law classes at the University of California at Berkeley Extension Program in Human Resources and Legal Issues of Supervision classes at San Jose State University's Professional Development Center in the Business and Management Program. She is a frequent speaker at seminars and conferences sponsored by human resources, legal, disability organizations, as well as government agencies such as the California Judicial Council/Administrative Office of the Courts, State Bar of California, American Bar Association, Department of Labor, Equal Employment Opportunity Commission, Disability Management Employers Coalition, the Northern California Human Resources Association, and the Bay Area Human Resources Connections.

**Special Guest Appearances On Radio Programs**

She was a featured guest on "Employment Solutions at Your Fingertips: Social Media and the Workplace," on a live 1220 AM radio broadcast from The MONEYSHOW, Marriott Marquis, San Francisco, CA, and "Your Call" 91.7 FM KALW (NPR affiliate station) on "Sexual harassment and the Consequences of Inaction" in work and academic settings. She also appeared on the "Know Your Rights" program on KALW 91.7 FM local radio (part of the NPR digital network), discussing reasonable accommodations for employees with disabilities, rights to medical privacy under the Americans with Disability Act ("ADA") and Genetic Information Non-discrimination Act ("GINA"), among other hot button issues related to workplace disability accommodations.