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Meet Nancy Gray



In a diverse legal career that has spanned over three decades, attorney Nancy Gray has represented hundreds of clients in a variety of civil matters, including labor and employment (management/employee); sexual harassment, discrimination, wrongful termination; commercial,

Frat House or Prosecutor's Office? Elite L.A. District Attorney Sued for Sexual Harassment

Unwanted touching. Lewd comments and profanity. Better assignments in exchange for sexual favors. Crass jokes about the victims of horrific crimes. Punishment for refusing to participate in erotic banter.



After surviving what sounds like a terrible office environment, even for the 1950s, two female prosecutors from the Los Angeles District Attorney's office have filed a lawsuit alleging that their boss, Gary Hearnberger, used pervasive sexual harassment to run his office. Hearnberger's law enforcement unit is one of the best known in the country, handling cases that garner national attention like the trials of Dr. Conrad Murray after the death of Michael Jackson and the murder trial of music producer Phil

contract and business issues.

Among other highlights, Ms. Gray served as Assistant District Attorney in New York, spent seven years with a national law firm working on complex pharmaceutical and medical device cases, and successfully litigated and coordinated cases around the country. She has a unique expertise in matters pertaining to the adulteration of extra virgin olive oil.

Ms. Gray has also lectured and written on a variety of topics, including expert testimony, drug and medical device regulation, sexual harassment, employment practices and child performer issues.

In 1997, she started her own firm, based in Los Angeles.

Having been raised in New York City, Nancy enjoys dramatic, musical and comedy theater as well as pro sports. She is a PADI-certified scuba diver. Among her favorite reading material is Bon Appetit and anything pertaining to criminal behavior and behavioral profiling.

Accreditations



Spector.

Laundry List of Allegations

According to the complaint, Hearnberger continually subjected the complainants, Beth Silverman and Tannaz Mokayef, to unwanted groping and a perpetual stream of profanity. The women's accusations are shocking, especially because they are leveled at one of the city's highest-ranking prosecutors.

Silverman and Mokayef allege that Hearnberger would follow behind the attorneys while they walked in order to grab their hips or buttocks. He repeatedly referenced his love for performing a certain sex act on women, and equated vibrating cell phones with sex toys. Hearnberger would joke about the breasts or genitalia of other female attorneys in the office whom he liked; those he didn't would be dismissed with choice profanity. At a "hillbilly" themed work party, he showed up dressed in overalls, with nothing on underneath, and a stuffed sheep stapled to the crotch. (For the curious, pictures of the costume were [attached to the lawsuit](#).)

If this behavior was not disturbing enough, the attorneys allege that they were discriminated against at work after refusing to perform sexual favors or put up with Hearnberger's groping and harassment. The women were denied choice assignments and only given stale investigations to handle, were refused permission to file cases, and were subjected to verbal abuse and profanity in front of their colleagues.

In response to the complaint, Hearnberger denied all wrongdoing and claims that the women filed the lawsuit in retaliation after poor work performance reviews.

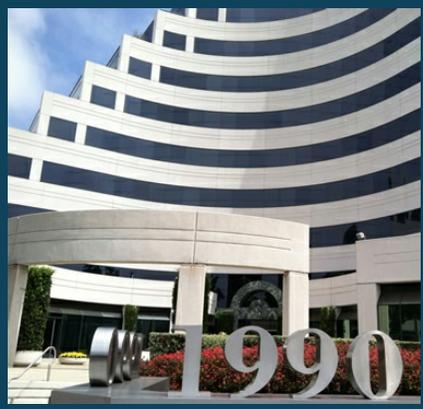
Dealing With Sexual Harassment in Your Workplace

Not all allegations of sexual harassment come as a result of such a pervasive environment of harassment. Often,

Directions



About Gray & Associates P.C.



Attorney Nancy Gray of Gray & Associates, P.C. has more than 30 years of experience providing personalized attention and creative solutions to her clients' legal issues. Whether you need a strong litigator, a labor and employment advocate, or a savvy business law attorney, you can rely on Gray & Associates to provide you with excellent

accusations of harassment can arise out of only two employees' daily interactions. Even if the harassment isn't noticeable to other employees, and even if other employees are not complaining, employers should take accusations of harassment seriously.

If an employee has a complaint about harassment, sexual or otherwise, always address the problem. Have your human resources director speak with the offending employee, and consider taking other measures depending on the situation. If the harassment is blatantly abusive, you may need to consider terminating the offending employee. If a worker has complained of harassment like groping or sexual advances, that worker may be uncomfortable even being in the same room with the offending employee-if no action is taken, or the harassment continues, your company could be liable for serious damages.

Sometimes, an employee may not be aware that his or her actions are making another worker uncomfortable. If that is the case, a word from the human resources manager may be sufficient to correct the behavior.



If you are an employee feeling harassed at work, always report the behavior to human resources

or to your supervisor. The law protects you from retaliation once you make a complaint. Your company should let you know what steps were taken to correct the situation. If you feel unsafe, threatened, or are being stalked, you may need to file a criminal report.

Sexual harassment is a complicated area of the law. If you are unsure about what actions you should take, speak with an experienced harassment attorney. At Gray & Associates, we have worked with both victims of harassment as well as

legal representation. Click [here](#) to read more.

companies unsure of how to solve a harassment issue.

For your free initial consultation with a Los Angeles sexual harassment attorney, call (310) 452-1211 or visit www.grayfirm.com. Attorney Nancy Gray can help you work through difficult employment issues, and will make sure that your rights are protected.

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