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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, 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,

## ■ Insane Clown Posse's Ex-Publicist Sues for Sexual Harassment



You can bet her friends are saying "I told you so."

When Andrea Pellegrini a 32 year old licensed attorney, signed up to work as a publicist for Insane Clown Posse -- a Detroit-based rap group -- she surely anticipated that her work environment would be "edgier" than, say, an accounting firm's.

What Pellegrini did not likely anticipate was she would be forced to use bathrooms "full with naked male strangers" and that her coworkers would give her sex toys as gifts.

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.

Pellegrini recently filed suit against Insane Clown Posse founders, Violent J and Shaggy 2 Dope, and their record label, Psychopath Records, alleging sexual harassment, wrongful termination, infliction of emotional distress, and retaliation.

Pellegrini worked for ICP for three years -- from July 2009 to November 2012 -- during which time she said she was subjected to "a consistent culture of sexism and sexual harassment."

In her 17 page complaint, she described her work as "unethical" and described the "living hell" of working at events like the 2012 Gathering of the Juggalos, an annual festival put on by Psychopathic Records.

Pellegrini allegedly reported the harassment to her supervisors multiple times, to no avail. Her attorney, Jonathan Marko, said "she was an optimist, hoping things would get better...they got worse." ICP representatives, meanwhile, say that Pellegrini was fired for "poor job performance." Pellegrini's lawyer says she was loathe to file a lawsuit because "she knew this would make the news ... [and she] just wanted to forget about it."

Two key takeaways here:

**1. Where there is smoke, there is often (but not always) fire.**

If you sign up to work for a group called the Insane Clown Posse, you should not be surprised to discover a brutish workplace environment. This is not to excuse what the ICP did (or allegedly did). But if an organization appears "skeevy" to outsiders, odds are, you're only seeing the tip of the iceberg.

**2. Most employees genuinely do not want to file lawsuits or "stir the pot," proverbially speaking.**

While there are plenty of litigious people out there, the vast majority of employees just want to earn a fair wage and do a good job. And most employers just want to run successful businesses. The moral is this: just because "no one is saying anything bad" does not mean you have a problem-free workplace. Take the initiative. Ask for and share feedback.

If you have questions about sexual harassment, discrimination, wage and hour issues, or any other workplace concern, please get in touch with Gray & Associates, P.C., to schedule a free consultation. Call Attorney Gray now at (310) 452-1211.

## ■ Giving and Receiving Feedback at the Workplace:

We live in a very literal society.

If a supervisor tells you "you've done a terrible job - this report is awful," your first inclination might be to believe the harsh judgment and go hide in the corner and cry. Or if an employee quits and writes nasty stuff about your business on Yelp, you're only human if you "take it personally."

However, it can be extremely useful to read between the lines.

When you get (or give) feedback, try to focus on the other person's feelings and needs. Why might the other person feel angry, frustrated or elated? What fundamental needs (or needs-not-met) might be driving the emotions? When you think in these terms, you will take criticism less personally and connect better with people. You might even be shocked by what you learn.

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An employee who writes bad things about a business online might be hurting for a reason that's unrelated to work. For instance, maybe he's facing foreclosure. A manager who chews out a subordinate may be acting like a jerk only because he's in pain from a rough divorce.

Even if the other person isn't acting nicely or fairly, strive to listen with empathy. Pay attention to the person's needs and feelings (as well as your own). Accept the fluidity of the human condition, and try the brave act of looking beyond your own concerns.

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

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