



#### PRACTICE AREAS

- Employment Law
- Indian Law
- Natural Resources & Water Law
- Mediation & Arbitration

#### ADMITTED TO PRACTICE

State of Oregon

#### DIRECT CONTACT

541.382.3011

## OF COUNSEL

# Sarah R. Monkton



#### EXPERIENCE

Sarah began her career in the field of Indian Child Welfare, representing tribes across Alaska to achieve positive resolutions for Alaska Native children in the state Child-In-Need-of-Aid system. She subsequently served as Executive Director of a tribal child advocacy center, providing ICWA training to state and tribal social workers, advancing state ICWA policy through participation in state and tribal collaboration efforts, and facilitating the development of tribal policies and procedures as well as community planning and development activities.

Following law school, Sarah spent a year as a law clerk in trial court, later gaining experience as a state attorney working on civil prosecutions of financial exploitation cases, as well as in private practice in the areas of estate planning and probate, business planning and contracts, and family law. She also has significant experience serving as a mediator in a variety of civil disputes, including organizational disputes and employment matters.

Prior to joining Karnopp, Sarah served as the Deputy Director of the Alaska State Commission for Human Rights, where her work included overseeing employment discrimination investigations, negotiating settlements, drafting administrative regulations and policy, and providing respectful workplace and anti-harassment trainings within complex work environments.

Sarah's practice at Karnopp concentrates in employment law and the resolution of a range of civil matters. She provides counseling and defense to employers and offers workplace investigations and trainings to aid employers in managing risk and cultivating a positive work environment. Her practice also emphasizes federal Indian law and natural resources concerns relating to the Endangered Species Act, National Environmental Policy Act, forest management and timber harvesting, and federal, state, and tribal environmental and natural resources regulations.

Regardless of the subject matter, Sarah draws from her extensive experience in negotiation and conflict resolution to develop creative, client-centered solutions to achieve each client's interests.

#### PROFESSIONAL AND COMMUNITY ACTIVITIES

In 2015, Sarah was trained in negotiation and conflict resolution techniques through an intensive mediation course at Harvard Law School's Program on Negotiation. Throughout her career, Sarah has committed many volunteer hours to pro bono legal representation and service on nonprofit boards.

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#### EDUCATION & AWARDS

- Graduated cum laude, from the University of Maine School of Law in 2006

Earned special distinction as the Editor-in-Chief of the *Ocean and Coastal Law Journal* and received the Edward S. Godfrey Leadership Award for her work on that publication.

#### PERSONAL INTERESTS

As a resident of Maine, Alaska, and now Central Oregon, Sarah is fortunate to have always lived in a beautiful natural environment. She is happiest when she finds herself outside—whether she is running along the river or sitting in a camp chair. She shares those experiences with her husband and two sons as often as she can by hiking, skiing, climbing, and camping in the backcountry. Sarah also finds great reward in giving back, and contributes as many volunteer hours to community programs as she can.