

## **SIDDHARTHA H. RATHOD**

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### **PROFESSIONAL BACKGROUND**

Siddhartha is a partner at RATHOD | MOHAMEDBHAI LLC, whose practice areas include employment law, civil rights, and criminal defense. Siddhartha was also a member of the Guantanamo Bay, Cuba habeas litigation team, where he represented five detainees from Yemen. Siddhartha has been a faculty member for the National Institute of Trial Advocacy since 2011 and is an Adjunct Faculty at the University of Colorado School of Law.

### **AWARDS**

Siddhartha has received numerous awards and recognitions to include: Colorado LGBT Bar Association Ally of the Year (2016); Colorado Trial Lawyers Association Case of the Year (2014 & 2015); Leonard Weinglass In Defense of Civil Liberties Award, American Association for Justice (2015); Super Lawyer – Plaintiff’s Employment Law (2015-2017); American Association for Justice NLD Star (2014); Colorado Super Lawyers Rising Star (2011-2014); Governor Ralph L. Carr Award (2011); Colorado Bar Association Gary L. McPherson Outstanding Young Lawyer Award (2009); University of Colorado School of Law Edward C. King Award (2007); Navy and Marine Corps Achievement Medal (2003).

### **PROFESSIONAL ACTIVITIES**

Siddhartha participates in numerous community organizations and activities to include: National Institute for Trial Advocacy, Faculty (2011-Present); Criminal Justice Act, Associated Counsel (2012-Present); Colorado Trial Lawyers Association, Board Member (2014-Present); American Civil Liberties Union of Colorado, Board Member (2013-2017); American Civil Liberties Union of Colorado, Legal Panel (2011-Present); Colorado Bar Association, Executive Committee (2011-2013); Colorado Bar Association, Board of Governors (2011-2013); South Asian Bar Association, Member and Past President (2011-2016); North American South Asian Bar Association, Board Member (2011-2012); Family Tree Inc., Board Member (2007-2012); Colorado Asian Pacific American Bar Association, Board Member (2009-2016); Minoru Yasui Inn of Court (2006-Present); Colorado Bar Association (2007-Present); Colorado Bar Association Leadership Training Program (COBALT) (Class of 2010, Program Committee 2010-2011); Colorado Bar Association Foundation Fellow (2010-Present); Colorado Bar Association Membership Committee (2010-Present); Denver Bar Association (2007-Present); Colorado Criminal Defense Bar (2010-Present); Plaintiff’s Employment Lawyers Association (2010-Present); National Association for the Advancement of Colored People (2011-Present); Veterans - Jail Diversion & Trauma Recovery Program, Advisory Counsel (2008-2010).

### **MILITARY SERVICE**

Prior to moving to Colorado Siddhartha served as a Captain in the United States Marine Corps. Mr. Rathod was stationed in Iwakuni, Japan and was the unit representative of the Cobra Gold 2003 Bangkok, Thailand International Peace Keeping Summit and Foal Eagle 2003 Seoul, Korea Planning Conference.

### **EDUCATION**

Siddhartha graduated from the University of Colorado School of Law, Boulder, Colorado in 2007 where he received numerous awards and academic scholarships to include: University of Colorado School of Law W. Elery Wilmarth Memorial Scholarship (2006); University of Colorado Law Alumni Scholarship (2006); Phi Delta Phi Balfour Scholarship (2006); Baker & Hostetler LLP Paul D. White Scholarship (2005); Anheuser-Busch Minoru Yasui Scholarship (2005); Kutak Rock LLP Commitment to Workplace Diversity Book Scholarship (2005); University of Colorado Chancellor’s Diversity Grant (2004). Siddhartha received his undergraduate degree in Economics and Management from Miami University, Oxford, Ohio in 1999. He also studied at Queen’s University of Belfast, Belfast, Northern Ireland and University of Limerick, Limerick, Republic of Ireland.

## **PUBLICATIONS**

*Municipal Liability: Strategies, Critiques, and a Pathway Toward Effective Enforcement of Civil Rights* (Denver University Law Review, Volume 91, Issue 3); *Religious Minorities Need Not Apply: Legal Implications of Faith-Based Employment Advertising*, 43 *The Colorado Lawyer* 27 (April 2014).

## **SPEAKING ENGAGEMENTS**

University of Colorado School of Law – Criminal Law Clinic: *Defending the Not So Innocent* (March 2017, 2016, 2015, 2014 & 2013); University of Colorado School of Law – Connotational Law Seminar: *Equal Protection Clause* (March 2017); University of Denver Stern School of Law: *Overcoming Barriers to Entry in Civil Rights* (March 2017 & October 2012); University of Denver Stern School of Law: *Expanding the Lens on Justice Reinvestment* (February 2017); University of Colorado School of Law: *Trial Advocacy Intersession* (January 2017, 2016, 2015, 2014 & 2013); Colorado Bar Association: *Using the Media* (December 2016); Plaintiffs Employment Lawyers Association: *Settlement Negotiations and Agreements* (September 2016); National Institute for Trial Advocacy: *Expert Witness Program* (September 2016); Colorado Bar Association: *Hanging Your Own Shingle CLE – Creating a Business Plan* (August 2016, 2015, & 2014); Colorado Bar Association: *Hanging Your Own Shingle CLE – From the Trenches* (August 2016, 2015, & 2013); Colorado Hispanic Bar Association: *Litigating Police Misconduct* (July 2016); National Institute for Trial Advocacy: *Rocky Mountain Trial Skills Program* (April 2016, 2015, 2014, 2013, 2012, & 2011); Colorado Bar Association: *Bias and Discrimination Within the Legal Profession* (January 2014); Colorado Trial Lawyers Association: *Colorado Anti-Discrimination Act Conference* (December 2013); African Community Center: *Understanding Employment Law* (November 2013); Colorado Bar Association - Open Media Foundation: *Trial Publicity – Attorney Ethics and the Media* (November 2013); University of Colorado School of Law – Criminal Law Clinic: *Ethics in Defense* (October 2013); National Institute for Trial Advocacy: *The National Organization of Bar Counsel Advanced Advocates Training Program* (October 2013); University of Colorado Denver: *A Discussion of the Colorado Anti-Discrimination Act* (October 2013); Office of the Colorado Public Defender – State Conference: *First Amendment Defenses* (September 2013); MyLawCLE: *Building Your Case with the Bill of Rights* (August 2013); MyLawCLE: *Do's and Don'ts of Starting a Law Firm* (August 2013); University of Colorado School of Law – 1L Orientation: *The Value of Public Service and Pro Bono Work* (August 2013); University of Wyoming School of Law: *Summer Trial Institute* (August 2013 & 2012); National Employment Lawyers Association 2013 Conference: *Climbing the Summit – Tips for Success for New Employee Advocates* (June 2013); Adams County Bar Association: *Open Records Requests - Governmental and Private Practitioner Perspectives* (June 2013); Colorado Trial Lawyers Association & Colorado Plaintiff's Employment Law Association: *Fundamentals of Case Selection* (May 2013); University of Colorado Denver - The Art of Social Justice Conference: *Law Enforcement and Community Relations* (May 2013); University of Colorado School of Law: *Overcoming Barriers to Entry in Civil Rights* (March 2013); South Asian Bar Association of Colorado: *Local and National Benefits of Bar Membership* (February 2013); Minoru Yasui American Inn of Court: *Professionalism Panel* (October 2012); Colorado Public Defender's Adams Office: *Civil Rights for the Criminal Defense Attorney* (October 2012); Colorado Progressive Coalition: *Understanding Civil Rights* (September 2012); Federal Practice Series: *Building Your Case With the Bill of Rights* (September 2012); Chief Justice's Commission on the Legal Profession: *Professionalism Joint Orientation* (September 2012); Plaintiff's Employment Law Association Annual Retreat: *Successfully Navigating the Criminal Justice System as Plaintiff's Employment Attorneys - Representing the Victim/Witness of a Crime* (August 2012); Colorado Public Defender's Denver Office: *Civil Rights for the Criminal Defense Attorney* (May 2012); University of Colorado School of Law: *American Inns of Court* (April 2012); Colorado Bar Association: *10 Do's and Don'ts of Starting a Law Firm* (March 2012); Prax(US): *Know Your Civil Rights* (February 2012); University of Denver Stern School of Law: *Ancillary Trial Tactics* (July 2011); University of Denver Stern School of Law: *Challenges of Indigent Representation* (January 2011); Office of the Colorado Public Defender: *Nuts and Bolts of Case Management* (August 2010); University of Colorado School of Law: *Indigent Representation* (October 2009).

Siddhartha H. Rathod

### **REPRESENTATIVE CASES**

*EEOC & Benitez et al v. Vail Run Resort*, 1:15-cv-01592-RPM (sexual/race harassment); (*Robert Dienes v. CVNA*, 2014cv02132 (Disability Discrimination); *Shelli Robins v. Adams 14 School District*, 2014cv01794-WYD-KMT (Gender Discrimination)(2014); *Wilson v. Pauling Management Co et al*, 2013-cv-035298 (Employment Discrimination); *Hart v. VK Investment Group, LLC et al.*, 13-cv-02301 (Fair Housing Act Disability Discrimination); *Blair v. Resort Management Group, L.L.C.*, 13-cv-01298 (Title VII Gender Discrimination and Retaliation); *Carpenter v. Centurylink Inc.*, 13-cv-032401 (Wrongful Discharge in Violation of Public Policy); *Green-Tillman v. Head To Toe Inc., et al.*, 13-cv-031094 (Negligent Retention and Supervision and Assault); *People v. Sain*, 13CR00988 (Attempt to Influence a Public Servant and Harassment - Ethnic Intimidation); *People v. Copeland*, 13CR00035 (Assault of an at Risk Adult); *Hunter v. City and County of Denver, et al.*, 12-cv-02682 (42 U.S.C. § 1983 Inmate Civil Rights); *Morgan et al v. Colorado Department of Corrections et al.*, 12-cv-0936 (42 U.S.C. § 1983 Prisoner Civil Rights); *People v. Stevens*, 12CR01409 (Possession of a Controlled Substance); *Ortega et al. v. City and County of Denver, et al.*, 11CV02394-WJM-CBS (42 U.S.C. § 1983 Police Brutality and Governmental Liability); *Perry v. Red Peak et al.*, 11CV01900-WYD-CBS (Fair Housing Act Disability Discrimination); *Carson v. Centura Health Corporation et al.*, 11CV02753-RPM-KLM (Title VII Race Discrimination and Retaliation); *Blake v. 23 LTD et al.*, 11CV8197 (Title VII Gender Discrimination and Retaliation); *People v. Ballowe*, 09CR50 (First Degree Arson and Third Degree Arson); *People v. Castillo*, 08CR3151 (two counts of Attempted First Degree Murder of a Police Officer, two counts of First Degree Assault of a Police Officer, five counts of Second Degree Assault); *People v. Sangare*, 08CR1261 (Sex Assault – Helpless Victim); *People v. Cruz*, 08CR1092 (Attempted First Degree Murder, First Degree Assault and Kidnapping); *People v. Augustus*, 08CR2531 (Second Degree Assault, Menacing and Child Abuse); *People v. Fernandez*, 09CR618 (Distribution of a Controlled Substance); *People v. Horn*, 09CR5633 (Distribution of a Controlled Substance and Possession of a Controlled Substance); *People v. Hobden*, 07CR3281 (Possession of a Controlled Substance).

### **BAR ADMISSIONS**

Siddhartha is admitted to practice law in Colorado; the United States District Court, District of Colorado; and Tenth Circuit Court of Appeals.