

Celeste Mountain Monroe

Partner

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employmentlawinmotion.com

"I am a litigator, a counselor, and an investigator. Owing to these various responsibilities, I understand how to avoid risk when it is possible and mitigate risk when it is unavoidable. From our first communication on a new matter, we are a team — vetting facts, developing an approach, and collaborating on strategy to guide cases across the finish line. In my experience, it is through this type of partnership that critical trust is built and quality results are achieved."

Celeste Mountain Monroe is a member of the firm's employment and education teams. An experienced advocate, Celeste has a proven track record of tackling diverse issues with creativity and competence. She understands the need to minimize disruption to her client's operations and goals, preserve valuable relationships, and remain responsive and accessible throughout the engagement.

A seasoned employment lawyer, Celeste provides the type of well-informed, timely, effective, hands-on, and practical legal guidance that clients require. She advises human resource teams and company leaders in public and private entities on all aspects of the employment relationship, including hiring, discipline, and termination, as well as disability accommodation and wage and hour compliance. She drafts critical contracts and policies and develops training programs for clients of all sizes.

Celeste also has significant experience conducting independent investigations. Over the past decade, Celeste has handled hundreds of investigations of alleged misconduct, discrimination, harassment, and retaliation arising in workplaces and schools throughout Washington and Oregon. She is also a certified sexual assault investigator through the Association of Title IX Administrators (ATIXA).

In her education practice, Celeste works with public and private schools on a full range of issues. This includes advising clients on traditional employment-related matters, as well as providing guidance on all aspects of their operations, such as special education, student discipline, disability accommodation, and critical contracts.

Education

J.D., Willamette University College of Law, 2004
- Symposium Editor, *Willamette Law Review*

B.A., Barnard College, Columbia University, 1998

Bar Admissions

Washington, 2004
Oregon, 2010

Court Admissions

U.S. District Court, Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. Court of Appeals, Ninth Circuit

Before joining Miller Nash, Celeste practiced at a Pacific Northwest law firm where she provided employment and education law counseling and litigation services. During law school, she clerked in the Appellate Division of the Oregon Department of Justice.

Professional Activities

- King County Bar Association, Member
- Tacoma-Pierce County Bar Association, Member
- Snohomish County Bar Association, Member
- Washington State Bar Association, Member
- Washington Women Lawyers, Member
- Oregon State Bar, Member
- American Bar Association, Member
- Certified Investigator, Association of Title IX Administrators (ATIXA)

Civic Activities

- Ninth Circuit Pro Bono Program
- Olympic Ballet Theatre, Past Board Member
- SCORE Greater Seattle, Small Business Workshop Presenter
- Holy Rosary School Edmonds
  - Diversity Committee Member, 2023-present
  - PA Member, 2015-2025
  - COVID Taskforce Team, 2020-2022
- Youth Sports Coach (Soccer, Basketball, Volleyball), 2014-present

Publications

- "Washington Employers: Does That Job Really Require a Valid Driver's License?," Miller Nash, *Employment Law in Motion* (July 2025)
- "Washington State Job Posting Requirements: Some Upcoming Changes in Enforcement," Miller Nash, *Employment Law in Motion* (July 2025)

Presentations

- "Coaches and Boundaries," Washington School Personnel Association (Nov. 2026)
- "Workplace Investigations: They're Not Just a Game Anymore," Miller Nash, Workplace Investigations Workshop (Oct. 2026)
- "From Complaint to Resolution: The Essentials of Workplace Investigations," Snohomish SHRM (Oct. 2026)
- "Workplace Investigations: From Complaint to Conclusion," Washington Public Employer Labor Relations Association (WAPELRA), Fall Conference (Sept. 2026)
- "Mental Health, Accommodations, and Performance Management: Navigating the Legal Landscape," Snohomish SHRM (July 2026)
- "Getting Investigations Right: Strengthening Workplace Investigations Through Better Report Writing and Credibility Assessments," SHRM North Central Washington (June 2026)
- "Strengthening Workplace Investigations Through Credibility Analysis," Southwest Washington SHRM, Annual Conference (May 2026)
- "Conducting Swift and Thorough Workplace Investigations: Tips for Public Employers," National Public Employer Relations Association, Annual Training Conference (Apr. 2026)

- "From Facts to Findings: Strengthening Workplace Investigations Through Better Reports and Credibility Assessments," Washington State Society for Human Resource Management (SHRM), Annual Conference (Mar. 2026)
- "Dealing with Situations Where Employees Are Arrested During Protests," Washington School Personnel Association and Washington Schools Risk Management Pool, 2025 School Law Conference (Oct. 2025)
- "Legislative Updates Affecting Washington Schools 2025-26," Washington School Personnel Association and Washington Schools Risk Management Pool, 2025 School Law Conference (Oct. 2025)
- "Leaves, Accommodations, and Retaliation," Miller Nash, Employment Law Seminar (Oct. 2025)
- "Workplace Investigations," Miller Nash, Employment Law Seminar (Oct. 2025)
- "Hostile Work Environment vs. Civility," Washington School Personnel Association, webinar (Sept. 2025)
- "Start Smart: Your Back to School Legal Toolkit for Managing Misconduct, Accomodations, & Critical Contracts," Miller Nash webinar (Aug. 2025)
- "Best Practices in Workplace Investigations," Washington State Bar Association, CLE (2023)
- "Navigating the Employment Relationship from Hiring to Termination," SCORE Greater Seattle (2017-2019)
- "School Law Series: ABC's of Education Law," Washington Federation of Independent Schools (1999)
- "Strict Liability and Sexual Harassment under *Floeting v. Group Health*," Coalition of Oregon School Administrators (2019)

Recognition & Honors

- Selected for inclusion as a Washington Super Lawyer—Rising Star, 2009, 2011-2012
- Recognized as a "Rising Star" by *Washington Law & Politics Magazine,* 2010-2012