

NAA ADOLEY AZU

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LEGAL AFFAIRS • CONFLICT RESOLUTION • STRATEGY

Legal Affairs and Dispute Resolution professional with experience leading complex initiatives, while ensuring compliance in highly regulated environments. Collaborates across all levels of organizations, to develop solutions to address core legal challenges. Skilled in managing multiple projects, navigating teams through change. Serves as valued partner to key stakeholders, leveraging strong legal background balanced with leadership acumen critical to success of organizations. Natural leader who builds and empowers teams to attain objectives. **Six Sigma Trained.**

CORE SKILLS & EXPERTISE

- | | | |
|----------------|----------------------------------|--|
| ▪ Negotiation | ▪ Compliance | ▪ Legal Investigations |
| ▪ Mediation | ▪ Policy Development | ▪ Project Management |
| ▪ Arbitration | ▪ Advocacy | ▪ Training & Development |
| ▪ Conciliation | ▪ Conflict Analysis & Resolution | ▪ Justice, Equity, Diversity & Inclusion |

PROFESSIONAL EXPERIENCE

Indiana Civil Rights Commission (ICRC) | Indianapolis, Indiana

2018-Present

Agency focused on enforcing civil rights laws for State of Indiana.

DIRECTOR FOR ALTERNATIVE DISPUTE RESOLUTION & COMPLIANCE

Negotiating settlements, conciliating, and mediating formal charges and disputes filed with the Indiana Civil Rights Commission, The US Department of Housing and Urban Development (HUD) and The Equal Employment Opportunity Commission (EEOC). Pursuing enforcement of negotiated settlement agreement terms and sanctions in collaboration with Indiana State Office of the Attorney General. Coordinating agency testing programs to identify regulatory and policy violations to facilitate the development of remediation training for industry professionals. Researching global and national trends on diversity and inclusion to facilitate creation of inclusive settlement terms and diversity friendly initiatives

- Director for ADR, engaging attorneys, complainants, respondents, and investigators to negotiate settlements and draft agreements to resolve formal charges and disputes filed jointly with the ICRC, the Equal Employment Opportunity Commission (EEOC) and the US Department of Housing and Urban Development (HUD). Maintained mediation success rate above 75% since 2018.
- Undertaking conflict analysis and providing strategic dispute resolution guidance to disputing parties. Grew financial awards retrieved for complainants by over 50% within year of assuming position.
- Managing compliance unit of ICRC, monitoring party compliance with negotiated settlement agreement terms. Enabled increase in volume growth of compliant cases by 54% in one year.
- Facilitating and training agency staff on dispute resolution techniques (mediation, conciliation). Trained first ICRC Investigator – Mediator to conduct in-person, on-line and telephonic mediations.
- Managing ICRC case management system development and implementation process.
- Designing and implementing the data driven Respondent Intervention Strategy to proactively engage entities that are served with multiple charges and disputes, to facilitate the development of remediation interventions including policy development and training.
- Establishing and maintaining strategic partnerships with state and federal agencies to develop results-based initiatives to promote civil rights within the state of Indiana.

Judicial Service of Ghana | Accra, Ghana

2011-2018

Government agency and independent State body with authority to interpret, apply, and enforce laws of Ghana.

JUSTICE OF THE HIGH COURT

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Presided over High Court civil cases (2012-2018) and Circuit Court civil and criminal cases (2011 -2012). Conducted hearings, heard applications and oral arguments presented by counsel, reviewed, and analyzed legal briefs and written submissions from counsel. Drafted and delivered rulings and reasoned judgments.

- Leveraged digital/computerized recording of court proceeding to Judicial Service as first Judge within Republic of Ghana to initiate computerized recording, eliminating manual and handwritten process.
- Drafting and rendering impartial decisions, orders, judgments, and awards after hearing applications or presiding over trials.
- Trier of law, listening to arguments and reviewing evidence from both sides, interpreting applicable laws and relying on same to draft and deliver well- reasoned and analyzed judgements and orders to resolve formal cases.
- Ensuring that court room proceedings were conducted in compliance with applicable rules.

Cummins, Inc. | Columbus, Indiana

2005-2011

American Fortune 500 corporation that designs, manufactures, distributes, and services engines, filtration, and power generation products.

AFFIRMATIVE ACTION MANAGER (2010-2011)

Interpreted, communicated, and ensured compliance with regulatory requirements prescribed by United States Office of Federal Contracts Compliance programs for 70 facilities within U.S.

- Assisted Director for Diversity Programs and affirmative Action Director to identify and eliminate barriers to equal employment opportunity.
- Created annual Affirmative Action Plans and monitored facility compliance.
- Provided training.

REGULATORY AFFAIRS MANAGER (2008-2010)

Managed regulatory affairs function and communicated regulatory requirements for Cummins engines used in non-road and stationary applications. Developed and provided training on EPA requirements for product development teams.

- Partnered with U.S. Environmental Protection Agency (EPA), California Air Resources Board (CARB), Gas Compressor Association (GCA), and various regulatory agencies to develop environmental regulations.

WARRANTY COMMUNICATIONS SPECIALIST (2005-2008)

Served as Communications Lead and Distributor Trainer for global Cummins Engine Business Unit Warranty. Actively played key role in development of warranty certifications. Acted as Division lead for Sarbanes Oxley Compliance.

- Developed first customized warranty training for Indian, China and South Pacific.

Additional experience includes positions of Law Clerk at City of Chicago's Business Affairs and Consumer Protection Department, Researcher at Chicago Appleseed Fund for Justice and Environment and Development Consultants, Volunteer at FIDA Law Clinic, and National Service Personnel for Law Department at Ghana Civil Aviation Authority.

EDUCATION

LLM (BUSINESS, BANKING & SECURITIES LAW, M&A) | NORTHWESTERN UNIVERSITY PRITZKER SCHOOL OF LAW

GRADUATE CERTIFICATE IN MANAGEMENT & BUSINESS ADMINISTRATION | KELLOGG SCHOOL OF MANAGEMENT

LLM, INTERNATIONAL AIR & SPACE LAW | MCGILL UNIVERSITY'S INSTITUTE OF AIR & SPACE LAW

BARRISTER AT LAW - QCL (JD EQUIVALENT) | GHANA SCHOOL OF LAW

BACHELOR OF LAWS - LLB | UNIVERSITY OF GHANA

RESUME ADDENDUM

PUBLICATIONS

- 2017 Azu, Naa Adoley. 2017. Emerging Issues in Gender Law - The Transgender and the demise of the binary equation” Journal of the Association of Magistrates and Judges of Ghana (AMJG Journal)
- 2008 Azu, Naa Adoley. 2008. **Aviation Safety and Security in West Africa: Legal and Regulatory Issues Inherent in Aerospace Activities – Focus on Nigeria**” published in the Annals of Air & Space Law Volume XXXIII
- 2006 Azu, Naa Adoley. 2006. **“Safety and Air Navigation in Ghana”**. Essays on Air Navigation: Flying Through Congested Skies. The Finance, Technology, Regulation and Policy of Air Navigation” published by the Institute of Air & Space Law, McGill University and the International Civil Aviation Authority (ICAO) Montréal, Canada

INTERNATIONAL CONFERENCES & SEMINARS

- 2021 “Now What do I do”, presented by the Indiana Association of Mediators – tips and techniques to address challenges faced during mediation
- 2021 Assessing the Risks from Machine Learning to the Cyber Security of Aviation Infrastructures, Embry Riddle Aeronautical University.
- 2021 Privacy and Passenger Biometrics: New Developments and Perspectives, Institute for Peace and Diplomacy, United Nations Space Conference on Space Law & Policy: Emerging Issues in Space Law and Policy-Perspectives for African Nations, Organized in Cooperation with the Economic Commission for Africa.
- 2021 United Nations Space Conference on Space Law & Policy: Emerging Issues in Space Law and Policy-Perspectives for African Nations, Organized in Cooperation with the Economic Commission for Africa.
- 2020 Moderator, Behind the Scenes: Best Practices and Lessons Learned for Managing Your Organization During an Agency Review, AAAED
- 2021 “What should I have done” presented by the Indiana Association of Mediators – tips and techniques on how to address unexpected incidents during mediation.
- 2020 2020 Online Dispute Resolution: Making Justice Effortless and Accessible,
- 2020 The New Space Race: International Space Law in the Public and Private Sector, UN Sixth Committee Side Event: The New Space Race, hosted by Debevoise & Plimpton LLP.
- 2019 Presenter, Marion County Bar Association CLE Week: Mediation 101
- 2019 Presenter, Mediation 101; ICRC Annual Conference on Civil Rights, Indianapolis, Indiana, USA
- 2019 UNDP Africa Regional Judges’ Forum on Human Rights & the Law 2019, Johannesburg, South Africa
- 2019 Indiana State Department of Health Leadership Training; Leadership at all levels, Blue Level
- 2019 Equal Employment Opportunity (EEOC) Seminar, Indianapolis, Indiana
- 2019 Indiana State Department of Health Leadership Training; Leadership at all Levels, Silver Level
- 2019 7th Annual Fair Housing Conference, Indianapolis, Indiana
- 2018 Gain The Edge, Negotiating to get what you want – Lutz Indianapolis, Indiana

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2018	FHAP/FHIP/ Training Conference – US Department of Housing & Urban Development, Washington DC, USA
2018	UNDP Consultative meeting to develop the roadmap to strengthen Regional Strategies for HIV, Prevention and Sexual Reproductive Health Rights (SPHR) of key Populations in West Africa, (ECOWAS Region) Dakar Senegal
2018	Panel Member on the International Association of Women Judges, (IAWJ's) Event at the United Nations Commission on the Status of Women (UN-CSW) Conference, New York
2017	UNDP Africa Regional Judges' Forum on HIV, TB, Human Rights & the Law 2017, Johannesburg, South Africa
2016	UNDP Africa Regional Judges Forum on HIV, Human Rights & the Law, Johannesburg, South Africa

AWARDS & CERTIFICATIONS

2021	Optimizing Diversity on Teams, University of Pennsylvania
2020	Diversity and Inclusion in the Workplace, Essec Business School
2002	Nicholas Matte Prize for Government Regulation of Air Transport, McGill University Law School's, Institute of Air & Space Law
1997	Ghana Bar Association Award for graduating with Honors; University of Ghana

MEMBERSHIP & AFFILIATIONS

African Arbitration Association
Association of Magistrates and Judges of Ghana (AMJG)
International Association of Women Judges (IAWJ)
International Aviation Women's Association
International Council for Commercial Arbitration
Chartered Institute of Arbitrators
Diversity Roundtable of Southern Indiana
Indiana Association of Mediators
FIDA Ghana

ADDITIONAL INFORMATION

Nationality	Ghanaian
Gender	Female

