

# **SEAN P. RUFFIN, M.A., J.D.**

Columbus, Ohio | 216-324-1332 | [spruffin@gmail.com](mailto:spruffin@gmail.com)

*Over 20 years of contributions as a legal professional in the area of employment and political subdivisions. Negotiating, mediating and partnering with individuals, organizations and corporations in conflict management transforming home, community and workplace relationships.*

## **PROFESSIONAL EXPERIENCE**

### **MEDIATION CONSULTANT (2015-present)**

Over ten years experience mediating across the State of Ohio. An advocate and community partner connecting courts and law enforcement to assist hundreds of individuals pre- and post-criminal convictions. Leveraging my skills and experience to lead private and public sector clients through conflict resolution.

- 100% involvement of participants to ensure successful outcomes for all parties
- Successful mediation of couples who prior to my involvement, considered divorce (pre-divorce) and their involvement in conflict mitigation put their relationships back on a path of success.
- commitment to justice-involved individuals, working to transition individuals back home, into the community and in the workplace.

The success in mediation has occurred through the way I apply techniques consistent with Ohio Supreme Court training to mediate disputes of individuals and corporate entities to avoid lengthy, protracted and costly litigation.

Divinely Restored Citizens

### **CHIEF EXECUTIVE OFFICER (2021-present)**

Utilize over twenty years of advocacy and community networking with courts, law enforcement, including sheriff's offices and prosecutors to assist hundreds of individuals pre- and post-criminal convictions to ensure success of those in the criminal justice systems and restoring returning citizens with housing, job skills and overcoming other impediments to successful reintegration from incarceration to their home and community.

- Create strategic plans in partnership with community leaders to help reduce recidivism and make impact in the community to create equitable access to resources
- Provide mentorship and coaching to individuals seeking to upskill in having difficult conversations, improved emotional intelligence and navigating conflict landscapes to transformational relationships
- Leverage my role as area commissioner, NAACP officer, and Ohio Mediation Association officer to influence needed access and change in the justice involved community.

Ruffin Legal Group, Ltd.

### **ATTORNEY (2005-2015)**

Represented hundreds of accused criminal defendants in municipal and county courts across the State of Ohio. Represented political subdivisions, primarily school boards and municipalities. Represented hundreds of individuals in various legal matters. Defended and prosecuted thousands of cases before administrative bodies and in various courts. Defended and prosecuted claims of Title VII, race-based and Title IX, sex and gender-based discrimination, violence and harassment through the effective and clear presentation of ideas, orally and written. Conducted investigations of racial and sexual misconduct complaints. Communicated to parties and witnesses. Wrote opinion letters and drafted court pleadings.

City of Warrensville Heights, Ohio,

### **ASSISTANT LAW DIRECTOR (2008-2012)**

Provided comprehensive legal services to a municipality, its administration and city council. Demonstrated competence in a wide array of practice areas such as municipal law, zoning, litigation, labor and employment, and drafting legislation and charter review. Interfaced with a myriad of constituents by communicating policy, measures and internally to ten (10) department heads, seven (7) council members, the mayor and externally to constituents of a municipality of 13,000 residents. Drafted, reviewed and ensured compliance with contracts. Reviewed public record requests to determine client's obligations and performed appropriate redaction of responsive materials to ensure all requests were appropriately and timely answered in compliance with federal, state and local laws.

McGown & Markling Co., L.P.A.

### **SENIOR ASSOCIATE (2004- 2005), OF COUNSEL (2005-2006)**

Provided comprehensive legal services to approximately 35 public entities such as school boards, educational service center governing boards, counties, and municipalities, as well as their public officials and employees, throughout the State of Ohio. Demonstrated skill in a wide array of practice areas such as education law, litigation, labor and employment, civil rights, discrimination, sexual harassment (Title VII and Title IX), tort defense, and more. Worked collaboratively with other counsel and key client staff. Conducted training of clients to reinforce a culture of integrity and accountability. Frequently advised clients on their obligations concerning public records requests, as well open meetings. Furthermore, conducted professional training to school district professionals and administrators on Ohio Public Records Act.

Vorys, Sater, Seymour and Pease LLC

**ASSOCIATE** (2000-2004)

Represented a myriad of Fortune 500 companies in employment related matters. Argued thousands of cases before administrative bodies and courts. Researched appropriate case and statutory law; analyzed the law applicable to specific facts; wrote opinion letters and general correspondence to clients; drafted pleadings and briefs for filing to a myriad of state courts, from county courts of common pleas to the Ohio Supreme Court. Supervised secretary and paralegals. Maintained court, hearing and client calendars.

Garvin & Hickey, LLC

**ASSOCIATE** (1998-2000)

Argued hundreds of cases before administrative bodies and courts. Researched appropriate case and statutory law; analyzed the law applicable to specific facts; wrote opinion letters and general correspondence to clients; drafted pleadings and briefs for filing to a myriad of state courts, from county courts of common pleas to the Ohio Supreme Court.

Franklin County Common Pleas Court

**HEARING OFFICER** (1999-2000)

Presided over hundreds of misdemeanor juvenile cases in a diversion program. Heard cases and guided the finders of fact in their decisions. Exhibited appropriate temperament in managing hearings. Supervised officers of the court through an age sensitive lens.

## EDUCATION

The Ohio State University Michael Mortiz College of Law, Columbus, Ohio

**Juris Doctorate**

The Ohio State University College of Humanities

**Master of Arts:** Disciplines: African American and African Studies

The Ohio State University College of Education

**Master of Arts:** Higher Education and Student Affairs (not yet complete)

Miami University, Oxford, Ohio

**Bachelor of Arts:** Majors: Political Science; History; Black World Studies

**The Supreme Court of Ohio**

- Parenting Coordination Training
- Advanced Mediation Training
- Fundamentals of Mediation
- Specialized Family/Divorce Mediation Training
- Integrating Contemporary Dispute Resolution into Today's Courts

**University of South Florida Corporate Training and Professional Education**

Diversity, Equity and Inclusion in the Workplace Certificate

## BAR ADMISSIONS

United States Supreme Court (admitted 1998)

United States District Court for the Northern District of Ohio (admitted 2000)

United States District Court for the Southern District of Ohio (admitted 2000)

Supreme Court of Ohio (admitted 2001)

## HONORS AND ACTIVITIES

**Member**, NAACP, Legal Redress Committee, 2019-present, **Chair** (2021-present)

**Commissioner**, North Central Area Commission, (2019-present), **Vice Chair** (2022)  
**Secretary**, Ohio Mediation Association (2021-present)  
**Member**, United Supreme Council, Ancient and Accepted Scottish Rite of Freemasonry, Prince Hall Affiliation, Northern Jurisdiction, U.S.A., Inc., 2015-present  
**Advisor**, Order of the Pythagorans, 2014-present  
**Associate Grand Attorney**, Most Worshipful Prince Hall Grand Lodge of Ohio, 2019-present  
**Associate**, William K. Thomas Inn of Court, 2002-2006  
**Member**, Cuyahoga Metropolitan Housing Authority Landlord Advisory Council, 2005-2008  
**Member**, Omega Psi Phi Fraternity, Incorporated, 1995-present  
**Vice President** 2005-2007, **Member**, 2000-2007, Norman S. Minor Bar Association  
**Vice President**, 2001-2003, **Member**, 2001-2006, Miami University Cleveland Alumni  
**Military Service**, United States Air Force, 1990-2000 **EDUCATION**

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