Polina Bernstein, Esq.

JUDICATE WEST
Alternative Dispute Resolution
Results Beyond Dispute℠

As a mediator, Polina draws upon over two decades of experience representing both employers and employees to bring a uniquely balanced point of view with an understanding of the emotions, frustrations, challenges, and motivations of both sides. Polina has substantial expertise in matters involving discrimination, harassment, wrongful termination, retaliatory discharge, misappropriation of trade secrets and breach of contract. She frequently litigated and advised clients on pregnancy and disability discrimination and reasonable accommodation issues. She has also handled many single-plaintiff wage and hour and representative PAGA matters involving wage and hour violations, including unpaid overtime and commissions claims. Polina prides herself on spending substantial time preparing for each mediation to understand the facts, applicable law, and unique motivations and circumstances of each party. She brings compassion and provides the opportunity for each side to feel heard while also offering a direct approach to steering each dispute toward resolution. One attorney commented: "Polina was fantastic on delivery, sequence, timing, etc. I pay acute attention to the psychological strategy, and it was flawless. My client was very happy with how the strengths and weaknesses of the case were presented and the thoughtfulness of the questions."

LEGAL CAREER & PRIOR EXPERIENCE

- Full-time Neutral, Judicate West (2024-Present)
- Private Neutral, Bernstein Mediation, Inc. (May 2022-October 2024)
- Settlement Officer, Resolve Law LA, Los Angeles Superior Court (May 2022- Oct 2024)
- Founder, Bernstein & Friedland, P.C.; Specialized in employment matters (2009-2024)
- Attorney, Winston & Strawn LLP; Specialized in employment matters (2003-2009)
- Attorney, Dewey Ballantine; Specialized in business litigation and employment (2001-2003)

EDUCATION & PROFESSIONAL AFFILIATIONS

- J.D., University of Southern California Gould School of Law (1998-2001)
- B.A., Claremont McKenna College (1994-1998)
- 'Mediating the Litigated Case', Straus Institute for Dispute Resolution at Pepperdine (2022)
- United States District Court, Central District, Appointed Panel Member (2025-Present)

PRACTICE AREAS

All types of Employment Matters including Wrongful Termination, Sexual Harassment, and Wage and Hour; Business Litigation; Personal Injury

ACHIEVEMENTS & AWARDS

- Southern California Super Lawyer (2014-2025)
- San Fernando Valley Business Journal Annual Women in Business, "Business Team of Year" Award Recipient (2014)
- Los Angeles Business Journal, "Women Making a Difference" Award Finalist (2012)
- Frequent presenter for bar organizations including Los Angeles County Bar Association and Beverly Hills Bar Association
- Frequent author in legal periodicals including Advocate Magazine and the Daily Journal

HOBBIES & INTERESTS

Polina is an Olympics enthusiast, having been a member of the United States National Team for rhythmic gymnastics in her youth. Her hobbies include strength training, hiking, and traveling abroad as well as locally, especially the Central Coast and Northern California which she loves to explore time and again.

LOCATIONS

Los Angeles, All of California