

# Daily Journal

JULY 30, 2025



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**C**hristina Ro-Connolly has built her career on the principle that impartial fact-finding can cut through even the most contentious workplace disputes. As a partner at Oppenheimer Investigations Group LLP, she leads investigations involving elected officials, C-suite executives, law enforcement and nonprofit leaders — cases that often attract media attention and public scrutiny.

With 21 years of experience, Ro-Connolly's path to workplace investigations began in public service. After starting in general civil litigation, she spent more than 11 years as deputy county counsel for Contra

Costa County, where she advised various departments with a focus on labor and employment law. It was there she first collaborated with external investigators on employee complaints involving harassment, discrimination, retaliation and misconduct.

"I loved the collaborative nature of the work, like discussing the scope of investigations, understanding the unique culture and structure of various county departments and problem-solving in the aftermath of factual findings to ensure accountability and organizational integrity," Ro-Connolly said.

Her transition to private practice came through a colleague's recommendation to meet Amy Oppenheimer, a pioneer in workplace investigations. Ro-Connolly joined what was then the Law Offices of Amy Oppenheimer, later becoming Oppenheimer Investigations Group, and has remained focused on investigative work ever since.

"Today, I find tremendous fulfillment in the work I do as an investigator and hearing officer. Each case presents an opportunity to apply my legal skills in a manner that prioritizes insight and impartiality," she said.

Recent cases have tested her ability to navigate complex political and media landscapes. One notable matter involved investigating a discrimination and harassment complaint filed by a Latina county sheriff against a White male county executive.

After a thorough investigation, Ro-Connolly did not sustain the allegations. The case was particularly challenging due to its extensive history and public nature, with prior investigations having been widely covered in local press.

Another significant matter saw her serve as second chair to Amy Oppenheimer on an investigation involving a complaint against a well-known television personality. The case involved multiple complainants and attracted attention from prominent attorneys, requiring discretion and confidentiality throughout the process.

Ro-Connolly's motivation for legal work stems from her background as a second-generation American and first-generation born in the United States. She witnessed her immigrant parents face challenges as non-native English speakers, often experiencing condescension or being taken advantage of due to language barriers.

"As a child, I often felt helpless in those moments, unable to intervene," she said. "I realized that with a legal education, I could transform that voice into advocacy."

One of her primary challenges involves working with counsel who misunderstand the investigative process. "It is not uncommon for such representatives to assume that because I am retained by the employer, I am inherently biased or aligned with the employer's interests," Tina said. This misperception can create tension and undermine the collaborative approach that effective investigations require, she added.