

## Shiva Shirazi Davoudian

Shareholder

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### Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Wage and Hour  
Class Action  
Policies, Procedures and Handbooks

### Overview

Shiva Shirazi Davoudian advises and defends a broad range of employers, from family owned businesses to Fortune 500 companies, across a variety of industries such as manufacturing, retail, real estate, and home healthcare. Shiva has achieved cost-effective and favorable outcomes with claims involving:

- Discrimination involving race, religion, sexual orientation, age, gender and other protected classifications
- Sexual harassment
- Disability issues arising under the Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA)
- Wage and hour violations
- Class actions
- Unfair competition
- Misappropriation of trade secrets
- Breach of employment agreements

Shiva's extensive experience in employment litigation includes appearance in state and federal courts and before the Equal Employment Opportunity Commission (EEOC), California Department of Fair Employment and Housing (DFEH), the U.S. Department of Labor (DOL), California Department of Industrial Relations, Division of Labor Standards Enforcement (DLSE), National Labor Relations Board (NLRB) and arbitrates disputes arising under collective bargaining agreements.

Shiva routinely partners with in-house counsel and human resources professionals and draws on her extensive litigation experience to customize compliance strategies designed to reduce risk on a variety of workplace issues, such as:

- Wage and hour compliance
- Employee discipline and termination
- Disability accommodations
- Medical leaves
- Harassment and discrimination prevention
- Workplace investigations
- Employee handbooks and policies

## Professional and Community Affiliations

- Member, Legal Advisory Committee, Anti-Defamation League, 2005-present

## Education

J.D., Loyola Law School, Los Angeles, 2004, *With Honors*

B.A., University of California, Los Angeles, 2000, *summa cum laude*

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Southern District of California

## Languages

Farsi

Hebrew

Spanish

## **Publications & Press**

### **Long Beach, California Follows Los Angeles and Enacts its Own Mandatory Right of Recall and Worker Retention Ordinances**

*Littler Insight*

May 26, 2020

### **City of Los Angeles Enacts Mandatory Right to Recall and Worker Retention Ordinances**

*Littler Insight*

May 7, 2020

### **Littler Elevates 28 Attorneys**

*Littler Press Release*

January 2, 2019

### **Santa Monica Jumps on the Minimum Wage and Sick Leave Bandwagon**

*Littler Insight*

February 18, 2016

### **The Big Move Toward Big Data in Employment**

*Littler Report*

August 4, 2015

### **Copycat Ordinance: Los Angeles County to Adopt \$15 Minimum Wage Similar to Recent Los Angeles Citywide Ordinance**

*Littler ASAP*

July 29, 2015

### **The Trend Continues: Los Angeles City Council Tentatively Approves Citywide \$15 Minimum Wage and Proposes Sick Leave Ordinance**

*Littler ASAP*

May 20, 2015

### **The Fair Employment and Housing Commission's Final Act - New Disability Regulations - Is a Not-So-Fond Farewell for Employers**

*Bender's California Labor & Employment Bulletin*

May 2013

## Speaking Engagements

### **Legal Update Series - Los Angeles**

Los Angeles, CA

February 23, 2023

### **Where To Sit - Seating and Other Disability Access Issues for Business**

KABA Business and Labor Law Forum

October 8, 2015

### **Commission Agreements in California: A Toolkit for Managing Your Risks and Obligations Within the Law**

Annual Legal Update - Professionals in Human Resources Association (PIHRA)

January 2013

### **Current Topics in Hiring**

Equipment Manufacturers Conference - American Feed Industry Association (AFIA)

November 2012