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## Tanya A. Bovée

Office Managing Principal  
Hartford  
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### Practices

Advice and Counsel  
Affirmative Action, OFCCP  
and Government Contract  
Compliance  
Corporate Diversity  
Counseling  
Litigation  
Workplace Training

### Services

Background Checks  
Diversity and Inclusion  
Efforts that Really Work  
Pay Equity

### Industries

Construction  
Government Contractors  
Healthcare  
Higher Education  
Hospitality  
Insurance  
Life Sciences  
Manufacturing  
Retail

### Education

Quinnipiac University  
J.D., 2001  
Moot Court  
Honors Society

University of New Haven  
B.S., 1998

Cornell University School  
of Industrial and Labor  
Relations

Tanya A. Bovée is the office managing principal of the Hartford, Connecticut, office of Jackson Lewis P.C. and a member of the firm's Board of Directors. Tanya represents employers in a wide range of issues related to employment law, bringing a practical approach that is focused on achieving clients' goals and based on almost 20 years of employment law experience.

Tanya advises employers in a wide range of industries, including life sciences, retail, automotive, manufacturing, and hospitality, on navigating myriad complex employment laws, including multi-state compliance, internal complaints, leaves, performance management, and terminations. She partners with companies around the country to develop diversity, equity and inclusion strategies. Tanya has a diversity and inclusion certificate from Cornell University and conducts customized diversity, inclusion, and bias workplace education sessions and has presented hundreds of in-house training sessions for executives, management, and employees regarding equal employment opportunity, harassment, discrimination, and retaliation.

Tanya's practice also includes working with employers to comply with their affirmative action obligations, oversee the preparation of affirmative action plans, and defend compliance reviews. And, Tanya has an active litigation practice, defending employers in federal and state courts and administrative agencies.

Tanya is consistently recognized for her excellent work and commitment to diversity, equity and inclusion. Among other awards, Tanya has received the *Best Lawyers* "under 40" award from the National Asian Pacific American Bar Association and the Ladder Award from the Connecticut Bar Association for having "left the ladder down" for women to follow in her footsteps. She is recognized by *The Best Lawyers in America* and has been included in the top 50 Connecticut *Super Lawyers* and top 25 Women Connecticut *Super Lawyers*.

Tanya has been a board member for the Connecticut Asian Pacific American Bar Association for almost 20 years and is a past president. She sits on the board of the Lawyers Collaborative for Diversity and regularly speaks about advancing diversity in the legal profession.

### Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" and "Litigation - Labor and Employment" (2016-present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Employment Law - Management" (2022)
- Connecticut Bar Association, Ladder Award (2016)

Executive Certificate, 2020  
Diversity and Inclusion

### **Admitted to Practice**

- 2nd Circuit Court of Appeals, 2009
- Connecticut - D. Conn., 2002
- Connecticut, 2001
- New York, 2005

- *Connecticut Law Tribune*, "New Leaders in the Law" (2012)
- *Connecticut Law Tribune*, one of the "Dozen who Made a Difference"
- *Connecticut Super Lawyers@* "Rising Stars" (2008-2012) and "Super Lawyers" (2013-present)
- Eastern Region Lawyers of Color, inaugural "Hot List" award (2013)
- *Legal 500 USA*, "Recommended Attorney" (2021)
- National Asian Pacific American Bar Association, Best Lawyers under 40 (2009)
- National Diversity Council, Multicultural Leader
- *Super Lawyers@*, Top 25: Women Connecticut (2014, 2015, 2017, 2021)
- *Super Lawyers@*, Top 50: Connecticut (2014)
- *Super Lawyers@*, Top 50: Women New England (2014)

### **Professional Associations and Activities**

- Connecticut Asian Pacific American Bar Association (CAPABA), Past President and Current Board Member
- Connecticut Bar Association, Past Co-Chair of the Diversity Committee
- Connecticut Bar Foundation, James W. Cooper Fellows Program, Fellow
- Connecticut Client Security Fund Committee and Federal Grievance Committee, U.S. District Court for the District of Connecticut
- Federal Grievance Committee for the U.S. District Court for the District of Connecticut
- Lawyers Collaborative for Diversity, Past Officer and Current Board Member
- National Asian Pacific American Bar Association
- Oliver Ellsworth Inn of Court