



Associate, Los Angeles

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Shiva Anari is an associate in the Los Angeles, California, office of Jackson Lewis P.C. Her practice focuses on representing employers in workplace law matters, including pre-litigation claims and litigation, as well as preventive advice and counseling.

Shiva regularly represents management in all types of employment disputes, including discrimination, harassment, wrongful termination, retaliation and wage and hour violations in both states and federal court, as well as before administrative agencies, including the Equal Employment Opportunity Commission, California Civil Rights Department, and California Department of Labor Standards Enforcement. Shiva is experienced with all stages of litigation, from commencement to resolution, handling fact investigation, discovery and depositions, law and motion, oral argument, settlement negotiations, mediation and trial preparation.

Shiva also regularly advises clients on compliance with federal, state and local employment laws, including Family and Medical Leave Act, Fair Employment and Housing Act, Fair Labor Standards Act, National Labor Relations Act and Americans with Disabilities Act. She also counsels clients on other aspects of employment laws such as leaves of absence, state and local wage and hour compliance, sick leave laws and related requirements, as well as new legal developments impacting labor and employment policies and best practices.

In addition, Shiva assists employers of all sizes in numerous industries with new hire documents, onboarding process, the development and maintenance of personnel policies and procedures, discrimination and harassment and other workplace requirements and related litigation.

Prior to practicing at Jackson Lewis, Shiva was a litigation attorney at a mid-size law firm where she defended complex commercial matters involving breach of contract, breach of warranty, negligence and fraud. She also routinely advised employers on matters relating to hiring, termination and benefits, as well as review of employee handbooks.

## Honors and Recognitions

- *Southern California Super Lawyers®*, “Rising Stars” (2024-present)
- *Legal Aid Society of Orange County*, Certificate of Recognition (2017)

## Practices

- Financial Services
- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management
- Employment Litigation
- Wage and Hour
- Construction
- Real Estate
- Healthcare

## Education

- Chapman University School of Law, J.D. 2016
- California State University, Los Angeles, B.S. 2011

## Admitted to Practice

- California - C.D. Cal. 2017
- California 2017