



## Laura H. Harshbarger

### Member

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### Profile

Laura is chair of Bond's labor and employment practice. She was named *Lawyer of the Year in 2023* by *Best Lawyers in America*® for management-side employment law in the Syracuse area and continues to be listed in *New York Super Lawyers*®.

Laura strives to be actively engaged with her clients, taking the time to understand each organization's unique needs and goals, and providing tailored, practical advice.

Laura counsels employers engaged in a wide variety of industries, including higher education, public school education, manufacturing, service and financial sectors, nonprofits and health care. With a practice that includes all aspects of labor and employment law, Laura counsels employers with respect to day-to-day human resources management, as well as specific issues concerning:

- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act (ADEA)
- Fair Labor Standards Act (FLSA)
- New York State Human Rights Law (NYSHRL)
- Americans with Disabilities Act (ADA)
- Family and Medical Leave Act (FMLA)
- National Labor Relations Act (NLRA)
- New York Labor Law

In the case of higher education, Laura advises colleges and universities with respect to Title IX (policy development, sexual harassment and sexual misconduct investigations and hearings), as well as accommodating students with disabilities pursuant to Title II and Title III of the Americans with Disabilities Act. She represents colleges and universities in Office for Civil Rights (OCR) investigations and in federal and New York state court litigation.

Laura regularly defends organizations in New York State and federal courts, as well as before the Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights. She also represents clients in arbitrations and mediations, negotiates collective bargaining agreements, and advises clients with respect to labor relations issues.

In addition to providing in-house legal training, Laura is a frequent lecturer. She has also authored and co-authored articles on a range of legal topics. Laura has been named to a national team of educational instructors for the National Center for

### Education

- Syracuse University College of Law (J.D., *summa cum laude*, 1997)
- Bucknell University (B.A., *summa cum laude*, 1994)

### Bar/Court Admissions

- New York

### Practices

- School Law
- Municipalities
- Higher Education
- Labor and Employment
- Health Care
- Business Restructuring, Creditors' Rights and Bankruptcy
- Title IX

Campus Public Safety's Trauma - Informed Sexual Assault Investigation and Adjudication Educational Program.

For five years, Laura served as Governor Andrew Cuomo's appointee as Chair of the Fourth Department Judicial Screening Committee and a member of the Governor's State Judicial Screening Committee. These Committees evaluate the qualifications of judicial candidates and make recommendations to the Governor with respect to which candidates are highly qualified to hold judicial positions.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2010-2024 (listed for 15 years)
    - Lawyer of the Year (Syracuse) Labor Law - Management, 2019, 2024
    - Lawyer of the Year (Syracuse), Employment Law - Management, 2017; 2014; 2023
  - *New York Super Lawyers*®, Employment and Labor, 2023 (listed for more than 10 years)
  - *Chambers USA* 2023, Labor & Employment – Upstate New York
  - *Martindale-Hubbell*®, AV Preeminent Rated
- Syracuse Law Review Alumni Achievement Award, 2021
- New York State Bar Association, Labor and Employment Section of the Continuing Legal Education Committee
- Onondaga County Bar Association
- Order of the Coif

## Representative Presentations

- 2021 Legislative Update, CNY SHRM Annual Conference, June 10, 2021
- Valuing Women's Work, Onondaga County Bar Association, April 21, 2021
- 2020: The Most Challenging Year, CNY SHRM Annual Conference, Keynote Speech, September 29, 2020
- Recruiting & Hiring in a Remote Work World, CenterState CEO, June 10, 2020
- Legal Questions in the Modern Workplace, American Council of Engineering Companies of New York Winter Conference 2020, January 27, 2020
- Ethical Considerations in Employment Discrimination Cases, Employment Discrimination Law & Litigation 2018, Practising Law Institute, June 18, 2018
- Sexual Harassment: What Management Needs to Know in the Current Cultural and Legal Climate, Management by Menu #partnerinchange, 2018 Maines Food Show, May 15, 2018
- Interviewed in "Preventing Sexual Harassment: A Way Forward," *Connect NY*, produced by WCNY, January 29, 2018
- Panel Member, Sticky Issues in Faculty Discrimination - Legal Update and Practice Pointers, NACUA CLE Workshop, March 30, 2017
- ADA/Section 504, Employment Law Alliance Webinar, September 22, 2015

- Employment Law Update, Central New York Society for Human Resource Management, January 27, 2015

## Representative Publications

- Quoted in "'Ugly' Policy Alleged at NBC: Only Beautiful People Need Apply," *HR Today*, August 8, 2017
- "New NYC Rules For Accommodating Pregnant Employees Take Effect," *HR Specialist, New York Employment Law*, January 2014
- Harshbarger, "Employer Liability for Supervisor Harassment, After *Ellerth and Faragher*," *Duke Journal of Gender Law & Policy*, Vol. 6, Spring 1999, No. 1

## Other Activities

- Onondaga County Bar Association, Past Board Member