



Laura H. Harshbarger

Member

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Profile

Laura regularly counsels school district clients in all aspects of the employment relationship. Her practice includes discrimination and harassment claims brought by or on behalf of students.

Laura defends school districts against harassment and discrimination claims in federal court as well as before the New York State Division of Human Rights, and she represents school district clients in Civil Service (Section 75) hearings, teacher dismissal proceedings (Section 3020-a) and arbitrations pursuant to collective bargaining agreements. Laura's practice includes in-house anti-harassment training for teachers, administrators and other district employees.

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.

Laura is chair of Bond's labor and employment practice.

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

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

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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