

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

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Shayda Le advises employers, management, and higher education institutions on a wide range of employment issues and litigation, including trade secrets, noncompetition agreements, wrongful termination, discrimination, policy review, workplace investigations, Title IX, and the Family Educational Rights and Privacy Act (FERPA). Shayda counsels clients with the aim of providing efficient and proactive solutions, and carries that approach into litigating claims to resolution. She has successfully represented clients before Circuit and District Courts and through all stages of employment litigation, including depositions, oral argument, mediation, and trial. She uses her advocacy skills to argue on behalf of clients before judges and administrative agencies. In addition, she is experienced in workplace investigations and completed a certificate through the Association of Workplace Investigators (AWI) Training Institute. Shayda regularly provides trainings on compliance and changing legislation. She recognizes that legal advice should be tailored to work hand-in-hand with the business goals and needs of each individual employer, and should suit their particular workplace. As a result, she strives to get to know her clients and their businesses.

Shayda is also actively engaged with the broader community. She serves on the Board of Directors for the American Bar Foundation, and as a Board Member and Philanthropy Committee Member for the YMCA of Columbia-Willamette. She sat on the American Bar Association Board of Governors, is a Past President of the Multnomah Bar Association's Young Lawyers Section, and was also the Board's Delegate to the American Bar Association. She served as an adjunct professor for graduate classes at Lewis and Clark College. As part of her commitment to justice and equity, Shayda was a Co-Chair of the Campaign for Equal Justice, which is the fundraising arm for Legal Aid Services of Oregon. She is a proud member of the Andisheh Center for Iranian cultural heritage and is a Past-President of its Board of Directors. Shayda has been listed as a "Rising Star" by Oregon *Super Lawyers* magazine since 2014 and was awarded by the American Bar Association Young Lawyers Division as an On the Rise—Top 40 Young Lawyer in 2017.

Shayda earned her B.S. at Portland State University, and her J.D. at Boston University School of Law. She is licensed to practice in Oregon, the U.S. District Court for the District of Oregon, the U.S. Court of Appeals for the Ninth Circuit, Washington, and Massachusetts.

Representative Matters

Counsel for the State of Oregon: Represent the former Governor and other State Officials in highly-publicized employment retaliation lawsuit.

Counsel for Public University: Represent University in high-profile whistleblower retaliation and employment discrimination suit; obtained favorable settlement through multi-day mediation.

Counsel for International Sportswear Brand: Defend against invasive discovery and depositions in suit for misappropriation of trade secrets, breach of contract, and business tort litigation.

Representative Matters (continued)

Counsel for Private University: Represent University in response to student complaint filed with the U.S. Department of Education Office for Civil Rights.

Counsel for National Software Developer: Policy development and advice regarding complying with Federal requirements.

Counsel for Private College: Represent College in high-profile Title IX case by former student; direct and conduct complex and voluminous E-Discovery.

Counsel for Oregon Law Firm: Former employee breach of fiduciary duty and misappropriation of trade secrets.

Counsel for Private Business: Advice on employee termination; represent client in subsequent mediation; negotiate severance and settlement.

Areas of Practice

Data Breach Prevention & Response

Employee Handbooks

Employers in Healthcare

Employment Law Advice & Litigation

Faculty Recruitment, Hiring & Promotions

FERPA Compliance

Higher Education Representation

On-Site Employment Law Training

Pay Equity

Policy Advice & Preparation

Social Media

Title IX Compliance Advice and Training

Trade Secrets & Non-Competition Agreements

Wage & Hour

Workplace Investigations

Honors

Chambers & Partners USA: “Up & Coming Attorney” (2022-present)

Portland Business Journal: “Forty under 40” Leading Executives (2020)

The Best Lawyers in America: Listed as a *Ones to Watch* Labor & Employment Law Management, Labor & Employment Litigation Attorney (2021)

Training Institute for Workplace Investigators: Association of Workplace Investigators Certificate Holder (2019)

American Bar Association: On the Rise – Top 40 Young Lawyer (2017)

American Bar Association: Young Lawyers Division Minority in the Profession Scholarship Recipient (2016)

Oregon Super Lawyers Magazine: Rising Star (2014-2022)

Multnomah Bar Association: Young Lawyers Section Award of Merit (2014)

Professional Experience & Affiliations

American Bar Foundation: Board of Directors (2023-present); Fellow (2018-present)

American Bar Association Standing Committee on Membership: Member (2023-present)

American Bar Association Sustainable Business Model Taskforce: Member (2023-2024)

Professional Experience & Affiliations (continued)

American Bar Association Board of Governors: Governor (2020-2023); Governance Committee: Chair (2022-2023), Member (2021-2022); Liaison to the Young Lawyers Division (2020-2023); Liaison to the Standing Committee on Continuing Legal Education (2020-2023); Liaison to the Center for Innovation (2021-2023); Liaison to the Standing Committee on Gun Violence (2020-2021)

American Bar Association Young Lawyers Division: Welcome Home Taskforce, Member (2023-present); Executive Committee Member (2019-2023); Director of Marketing & Communications (2018-2019); Vice Director of Membership & Marketing (2017-2018); District Representative, Oregon and Washington (2016-2018); Scholar (2016-2017); Bankruptcy Committee, Member (2016-2017); Labor and Employment Committee, Vice Chair (2016-2017); Member Services Project Team, Member (2016-2017); Oregon Delegate (2016-2023); Member (2014-2023)

American Bar Association Legal Opportunity Scholarship Fundraising Committee: Member (2018-2020)

American Bar Association: Member (2014-present)

University Risk Management & Insurance Association (URMIA): Affiliate Member (2021-present)

Multnomah Bar Association: Member (2020-present); Professionalism Award Screening Subcommittee (2022)

Multnomah Bar Association Young Lawyers Section: Board of Directors, Immediate Past President (2019-2020); President (2018-2019); President-Elect (2017-2018); Board of Directors, Secretary (2016-2017); Board of Directors, Board Member (2015-2020); Board of Directors Delegate to the ABA Young Lawyers Division (2016-2020); Entrepreneur Committee, Chair (2014-2015); Membership Committee, Member (2013-2015); Member (2013-2020)

Campaign for Equal Justice: Advisory Committee (2019-present); Associates Committee, Co-Chair (2016-2018), Member (2013-2018)

Northwest Association of Title IX Administrators: Member (2015-present)

Oregon Women Lawyers: Member (2014-present)

Women in Insurance and Financial Services: Programs Committee (2015-2017); Member (2015-2019)

OWLS Rainmaking Mentoring Program: Member (2014)

The City Club of Portland: Member (2014)

Civic Activities

YMCA of Columbia-Willamette: Board of Directors, Member (2022-present); Philanthropy Committee, Member (2022-Present)

Andisheh Center: Board of Directors, President (2017-2018); Board of Directors, Member (2015-2018); Public Relations Committee, Chair (2015-2017); Member (2014-2018)

Wills for Heroes: Coordinator (November 2013); Volunteer Attorney (October 2013)

Legal Aid Services of Oregon: Tax Clinic: In-House Volunteer Attorney (2012-2013)

Representative Presentations

Portland Business Journal Thought Leader Roundtable: “Secrets of Most Admired Companies,” Panelist (11/29/23)

Barran Liebman Annual Seminar: “Bumper Car Bonanza: Where Quiet Quitting Crashes Into Organizational Structure, Presenter (9/28/23)

Representative Presentations (continued)

- HR|Simple Webinar: “Mastering Workplace Challenges: Quiet Quitting, Flexibility Fatigue & Pay Transparency,” Presenter (8/23/23)
- Barran Liebman Webinar: “Workplace Management Montage: Five HR Hot Topics for 2023,” Presenter (6/13/23)
- PHRMA Annual Strategic Management Conference, Emcee (5/17/23)
- Central Oregon SHRM: “Employee Discipline & Performance Management in the Era of Labor Shortages,” Presenter (11/16/22)
- Barran Liebman Annual Seminar: “Post-COVID-19 Traction Control: Employee Retention Considerations,” Presenter (9/29/22)
- Barran Liebman + ACC Oregon Chapter CLE: “Employee Discipline & Performance Management in the Era of Labor Shortages,” Presenter (5/19/22)
- Rogue Valley SHRM May Legal Seminar: “Employee Discipline & Performance Management in the Era of Labor Shortages,” Presenter (5/17/22)
- Barran Liebman Webinar: “Employee Discipline & Performance Management in the Era of Labor Shortages,” Presenter (4/5/22)
- Lewis & Clark Law School Minority Law Student Association: “Minorities in the Legal Field,” Presenter (11/15/21)
- University Risk Management & Insurance Association (URMIA) Annual Conference: “Preparing Your Pay Equity Defense Before You Have to Defend a Complaint,” Co-Presenter (10/18/21)
- Barran Liebman Annual Seminar: “Tracking Tournament Payouts: Pay Equity Recordkeeping, Problems, & Solutions,” Presenter (9/30/21)
- Barran Liebman + ACC Oregon Chapter CLE: “Managing Mental Health in the Workplace,” Presenter (7/22/21)
- CompTIA *Legally Tech*, Episode 3: “Employment Law and Your Tech Company,” Presenter (7/21/21)
- Rogue Valley SHRM May Legal Seminar: “Workplace Investigations: Delving Beyond the Basics & Navigating COVID-19 Considerations,” Presenter (5/19/21)
- American Bar Association Young Lawyers Division: “Legally Bond: Building an Authentic Identity & Leveraging Your Squad. What, Like it’s Hard?,” Presenter (1/21/21)
- Stetson University 2021 Campus to Career Conference: “Legally Bond: Building an Authentic Identity & Leveraging Your Squad. What, Like it’s Hard?,” Presenter (1/14/21)
- Barran Liebman Annual Seminar: “Workplace Investigation Exploration: Unearthing the Great Unknowns,” Presenter (10/22/20)
- Barran Liebman Webinar: “Workplace Investigations: Delving Beyond the Basics & Navigating COVID-19 Considerations,” Presenter (7/23/20)
- Oregon Alliance of Independent College & Universities: “Overview of Hearings Processes & Procedural Changes,” Presenter (6/17/20)
- Featured in *Portland Business Journal’s* Thought Leader Forum: “Preparing Your Business for the Coronavirus, and Beyond,” Panelist (3/6/20)
- Barran Liebman Annual Seminar: “What’s Hiding Underneath the Big Top: Why Employers Should Encourage Employee Complaints,” Presenter (10/10/19)
- American Bar Association Young Lawyers Division Fall Conference: “AI: A Death Knell for Employees or the Way to the Future?,” Presenter (10/4/19)
- American Bar Association Young Lawyers Division Webinar: “Bullying and Sexual Harassment Within the Legal Profession: Speaking Up and Speaking Out,” Presenter (8/2/19)

Representative Presentations (continued)

- American Bar Association Young Lawyers Division Event: “What Lawyers Do and How to Navigate Your Way to An Interesting and Rewarding Career,” Panelist (5/15/19)
- Multnomah Bar Association Young Lawyers Section: “Introduction to a Career in Law,” Panelist for St. Andrew’s Nativity School (4/5/19)
- Asian Pacific American (APA) Women’s Forum: “From China Doll to Dragon Lady: How Do We Tackle The Stereotypes as APA Women?,” Panelist (11/30/18)
- 2018 Oregon Paralegal Association Annual Convention: “Best Practices for Internal Investigations,” Presenter (11/9/18)
- Barran Liebman Annual Seminar: “Capsized Kayaks: Don’t Let a Data Breach Sink Your Workplace,” Presenter (9/27/18)
- Technology Association of Oregon Meeting: “That’s Not How We Do Things Here,” Co-Presenter (5/23/18)
- Rogue Valley SHRM Annual Legal Seminar: “That’s Not How We Do Things Here: Shifting Tides in Sexual Harassment Training & Prevention”; “Best Practices for Internal Investigations,” Presenter (5/16/18)
- Northwest Human Resource Management Association’s 2018 Oregon HR Academy: “Workplace Investigations: Beyond the Basics,” Presenter (4/18/18)
- National Electrical Contractors Association (NECA) Meeting: “That’s Not How We Do Things Here,” Co-Presenter (3/28/18)
- Oregon Society of Certified Public Accountants 2017 Employee Benefits Conference: “The Best Offense is a Good Defense: Getting Your Workplace in Shape with a Strong Foundation of Proactive Strategies,” Presenter (10/26/17)
- Barran Liebman LLP Annual Seminar: “Does My Employee Have A Bucking Claim: Whistleblower Retaliation,” Presenter (10/5/17)
- American Bar Association Young Lawyers Division Webinar: “30 Tips in 30 Minutes – LSAT Prep,” Presenter (7/19/17)
- Lewis and Clark College, Graduate School of Education and Counseling: “Religion in the Academy,” Adjunct Professor (6/22/17)
- Rogue Valley SHRM Annual Legal Seminar: “The Best Offense Is A Good Defense: Getting Your Workplace In Shape With A Strong Foundation of Proactive Strategies,” Presenter (5/18/17)
- American Bar Association Young Lawyers Division Spring Conference: “The Real Thing You Need to Know as a Young Lawyer: Insights and Perspectives from In-House Counsel on Working with Outside Counsel,” Presenter (5/6/17)
- American Bar Association Young Lawyers Division Event: “What Do Lawyers Do?,” Moderator (4/18/17)
- Barran Liebman Breakfast Seminar: “The Best Offense Is A Good Defense: Getting Your Workplace In Shape With A Strong Foundation of Proactive Strategies,” Presenter (3/7/17)
- Barran Liebman Annual Seminar: “License & Registration? How Failing to Produce Requested Documents Could Leave You Stranded,” Presenter (10/6/16)
- Women in Insurance & Financial Services (WIFS) Portland Metro Chapter - Lunch & Learn: “Becoming a Catalyst: How did Following the Advice Help Our Members?,” Panelist (7/21/16)
- Oregon State Bar CLE - Problem Employee Discipline, Documentation and Discharge: “Recent Federal and State Legislation and Cases Affecting Oregon Employers,” Presenter (4/15/16)

Representative Presentations (continued)

- 2015 Oregon Paralegal Association Annual Convention: “Employment Law – Hiring, Firing & Administrative Oversight,” Presenter (11/7/15)
- Barran Liebman’s 2nd Annual Latino Employment Law Seminar: “Wage and Hour: DOL Rules on Salary and Overtime,” Presenter (10/28/15)
- Sterling Educational Services Employment Law – Beyond the Basics: “Privacy & Social Media in the Workplace,” Presenter (10/1/15)
- OPB’s *Think Out Loud*: “Governor Signs Domestic Workers Bill of Rights,” Presenter (6/18/15)
- Multnomah Bar Association: “Managing People: Developing Fruitful Employee Relationships and What to Do if it Doesn’t Work Out,” Moderator (5/20/15)
- Iranian American Professional Society of Oregon: “Best Practices for a Successful Workplace,” Presenter (1/8/15)

Representative Publications

- “Quiet Quitting: Is It Here to Stay & How Can Employers Cope?,” *New England Biz Law Update*, October 3, 2023
- “Quiet Quitting: Is It Here to Stay & How Can Employers Cope?,” *Daily Journal of Commerce*, September 21, 2023
- National Business Institute: Employment Law 2014 Comprehensive Guide: “Managing Employee Leaves of Absence,” Presenter (2014)
- “Some Key Reminders for Noncompete Agreements in Oregon,” *Daily Journal of Commerce*, July 22, 2022
- Quoted in the *Portland Business Journal*: “How a Portland Law Firm Manages to Litigate in 2020,” September 4, 2020
- Featured in the *Portland Business Journal*’s Thought Leader Forum: “Preparing Your Business for the Coronavirus, and Beyond,” March 6, 2020
- “Change Your Mindset: Reduce Workplace Problems by Encouraging Complaints,” *Portland Business Journal*, September 3, 2019
- “Counterintuitive: What Businesses Can Do to Encourage Complaints,” *Daily Journal of Commerce*, April 26, 2019
- “The Power of Community,” *Multnomah Lawyer*, December 2018
- “Questions & Answers Concerning Policies on Harassment,” *Daily Journal of Commerce*, August 23, 2018
- “Revamping Your Harassment Policies Before You Face Workplace Issues,” *Cascade Business News*, May 16, 2018
- Featured in Crain’s: “New Year Means New Laws for Employers of All Sizes,” January 3, 2018
- “Sexual Harassment: Practical Approaches for Oregon Businesses,” *Oregon Business Magazine*, January 2, 2018
- Featured in “Oregon Rolls Out a ‘Hard-Line Statute’,” *Daily Journal of Commerce*, October 13, 2017
- “Start Building Your Professional Community: Bar Involvement as a Law Student,” *Before the Bar*, September 13, 2017
- “ABA Young Lawyers Division Spring Conference Highlights,” *Multnomah Lawyer*, June 2017
- “Overtime Pay Upheaval. Daily & Weekly Overtime & Top Wage & Hour Considerations,” *Cascade Business News*, April 27, 2017
- “Highlights from the American Bar Association Midyear Meeting,” *Multnomah Lawyer*, March 2017
- “Businesses Face Uncertainty Amid Rapid Action on Immigration,” *Daily Journal of Commerce*, February 24, 2017

Representative Publications (continued)

- “ABA Young Lawyers Division Fall Conference Highlights,” *Multnomah Lawyer*, December 2016
- Featured in “Job Sculpting for Lawyers: Increasing Attorney Engagement,” *Law Practice Today: The Talent Management Issue*, November 14, 2016
- “Walking your Client through the New DOL Salary Levels,” *American Bar Association Young Lawyers Division Labor and Employment Law Committee’s 101 Practice Series*, November 8, 2016
- “Document Discovery Can Make or Break Your Case,” *Cascade Business News*, October 19, 2016
- “ABA Annual Meeting: Highlights and Upcoming Programs,” *Multnomah Lawyer*, September 2016
- “Discovery Violations: Dooming Your Defense,” *Oregon Business Magazine*, September, 2016
- “Got Employees? Got Changes: Barran Liebman Announces Recent Changes in Employment Law,” WIFS 2016 Brag Blast Newsletter, August 25, 2016
- “Employment Law Updates to Account for in 2016,” *Daily Journal of Commerce*, July 22, 2016
- “New Overtime Requirements: Department of Labor Announces Final Rule,” Barran Liebman Electronic Alert, May 18, 2016
- “The Top Five Reasons We Love Being Female Lawyers,” *Law Practice Today: The Women in Law Issue*, March 14, 2016
- “Oregon Legislature Passes New Itemized Paystub Requirements and Wage Theft Bill,” Barran Liebman Electronic Alert, March 4, 2016
- “Privacy and Social Media in the Workplace,” Sterling Education Services 4th Annual Employment Law: Beyond the Basics, October 1, 2015
- “Long-Awaited Proposed Overtime Rules Unveiled by the DOL,” Barran Liebman Electronic Alert, June 30, 2015
- “Mandatory Sick Time for All of Oregon,” Barran Liebman Electronic Alert, June 17, 2015; Republished in *Mondaq*, June 29, 2015
- “Employee Discipline and Termination,” *LawyerIssue Magazine*, Spring 2015; Republished in *Legal and Compliance Excellence Essentials*, May 2015
- “The Fine Line in the Interview Process,” *Daily Journal of Commerce*, February 27, 2015
- “Goodbye Futures, Hello Entrepreneurs,” *Multnomah Lawyer*, January 2015
- “Top Five Principles of Discipline & Termination,” *Cascade Business News*, November 19, 2014
- “Exempt or Non-Exempt: New Recordkeeping and Reporting under OSHA,” *Legal & Compliance Excellence Essentials*, October 2014
- “Exempt or Non-Exempt? That is the Question. New Recordkeeping and Reporting under OSHA,” Barran Liebman Electronic Alert, September 23, 2014
- “The Benefits of Community Service ... to the Lawyer,” *Law Practice Today*, September 2014
- “Everybody’s Got the Fever: Sick Leave Comes to Eugene,” *Legal & Compliance Excellence Essentials*, September 2014

Admitted to Practice

Massachusetts

Oregon

Washington

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, District of Oregon

Academics

Boston University School of Law (J.D., 2011)

Portland State University (B.S., 2006)