

## Private: Rana Ayazi

### Associate



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#### Education

J.D., University of Michigan Law School

B.A., *cum laude*, University of California, Los Angeles

#### Admissions

California

#### Biography

Rana Ayazi represents employers in state and federal courts in a wide range of labor and employment law matters, including claims for discrimination, harassment, retaliation, trade secret misappropriation, wrongful termination, and wage-and-hour violations. Her experience includes representing and advising employers in single-plaintiff, class action, and Private Attorney General Act (PAGA) lawsuits.

In addition to her litigation practice, Rana assists management in creating and implementing workplace practices and policies. She regularly counsels employers on compliance with leave policies (e.g., Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), Americans with Disabilities Act (ADA), local and supplemental paid sick leave law), wage-and-hour compliance (e.g., rest break and meal period policies, timely payment of wages, proper record keeping), employee discipline issues (e.g., risk assessment of termination, separation agreements), and COVID-19 legal requirements (e.g., reporting requirements, payroll records).

Rana previously served as a judicial law clerk at the Los Angeles Equal Employment Opportunity Commission where she wrote hearing decisions and grants and denials of motions for federal sector claims arising under Title VII, the ADEA, the ADA, the Rehabilitation Act, and other federal employment statutes.

#### Notable Representations

- Won summary judgment on behalf of global restaurant chain in lawsuit against former employee for discrimination, harassment, wrongful termination, and IIED.
- Obtained a favorable settlement on behalf of furniture dispatch company facing hostile work environment claims.
- Obtained a favorable settlement for healthcare recruiting company facing wage-and-hour class action.
- Obtained a favorable settlement for supply chain company facing wage-and-hour class action.
- Advised national pharmacy group on everchanging COVID-19 legal requirements.

## **Honors and Awards**

- Robert S. Feldman Labor Law Award: Graduating Student Most Proficient in Labor and Employment Law (2019)
- Excellence in Pro Bono Service Award: Outstanding 2L Student of the Year (2018)