



Nazanin Afshar

Associate

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Email



Service Focus

- Class and Collective Actions
- Employment Discrimination and Harassment
- International Employment

Languages

- Farsi
- French
- Spanish

Overview

Nazanin Afshar is an associate in the firm's Los Angeles and Woodland Hills offices. Nazanin represents employers and individuals in single-plaintiff, multi-plaintiff, class action matters, and representative lawsuits brought under California's Private Attorneys General Act (PAGA), involving a variety of issues, such as discrimination, harassment, retaliation, whistleblower allegations, and wage and hour issues. In her practice, Nazanin has represented many clients in mediation and has been trusted with crafting winning strategies that have created favorable results for her clients.

Nazanin also assists her clients in navigating state and federal employment laws, advising them on compliance with wage and hour laws, proper classification of non-exempt/exempt employees and independent contractors, and maintaining up-to-date and compliant handbooks and employment policies to avoid litigation.

As a member of the International Employment Practice Group, Nazanin assists clients on various issues related to employees in jurisdictions around the world. She has counseled clients transitioning employees to remote work in over 40 jurisdictions, drafted employment agreements for US-based companies with employees working outside the US, and provided guidance on

employment decisions such as investigations and terminations. Nazanin has also assisted with international mediation of employment disputes for companies and individuals alike in Europe and North America. Nazanin has a particular focus on preventing and managing cross border employment disputes.

Prior to joining Fisher Phillips, Nazanin gained valuable experience advising a wide range of clients from small businesses to multi-national corporations including a chemical laboratory, a construction company, car dealerships, healthcare companies, manufacturing companies, and restaurants. She has advised clients in employment, professional liability, business litigation, and workers' compensation matters in addition to circumstances involving employee wrongdoing, including misappropriation of funds and violations of HIPAA.

Nazanin has represented employers in state and federal court, and in matters before state agencies such as the California Department of Industrial Relations and the California Department of Fair Employment & Housing – both in litigation and in responding to agency investigative inquiries.

Credentials

Education

- J.D., 2012, University of California, Hastings College of the Law
- LL.M., 2012, University of Paris - Panthéon-Assas
- B.A., 2009, University of California, Los Angeles

Bar Admissions

- California

Court Admissions

- California Courts of Appeal
- California Superior Court
- California Supreme Court
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2023)

Affiliations

Professional Activities

- Member, American Bar Association

Insights

INSIGHTS 09/19/23

Saudi Arabia Further Modernizes Employment Laws in the Kingdom – An Employer’s 6-Step Compliance Guide

Nazanin Afshar, Carol Ibrahim, Nan Sato

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INSIGHTS 08/16/23

Macau Court’s Recent Ruling Aligns with Growing Trend to Protect Non-Resident Migrant Workers in Asia

Nazanin Afshar, Sara Watar

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INSIGHTS 03/15/23

Japanese Transgender Worker’s Harassment Case Victory Could Signal Change: 4 Steps to Consider

Nazanin Afshar, Sheyron B. Cobb, Nan Sato

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INSIGHTS 01/20/23

Australia Passes Comprehensive Workplace Reform: 12 Key Updates Employers Should Note

Nazanin Afshar, Xiaochen Chen

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INSIGHTS 12/08/22

Canada’s Pending Law to Combat Modern Slavery Will Create Reporting Rules for Canadian and Foreign Entities: 4 FAQs for Employers

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INSIGHTS 09/14/23

7-Step Framework to Comply With Australia’s New Guidelines Requiring “Positive Duty” to Prevent Workplace Sex Discrimination

Nazanin Afshar, Xiaochen Chen

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INSIGHTS 04/07/23

Deal of a Lifetime – or Jailtime and Fines? 5 Best Practices to Avoid Foreign Corrupt Practices Act Violations

Nazanin Afshar, Raymond W. Perez

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INSIGHTS 02/10/23

U.S. Company’s Mandatory Video Surveillance Violated Dutch Remote Workers’ Fundamental Right to a Private Life

Nazanin Afshar, Sophia Ellis

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PUBLICATION 12/19/22

Fisher Phillips Attorneys Provide a 5-Step Plan for Businesses with Operations in China

Nazanin Afshar, Ariella T. Onyeama, Nan Sato

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NEWS 10/28/22

Fisher Phillips Attorneys Pen Key Chapters in “California Employment Law” Treatise

Todd B. Scherwin, Andrew J. Hoag, Ariella Kupetz, Nazanin Afshar, Leora Ghadoushi

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