

Nazanin Afshar

Partner

Woodland Hills/Los Angeles

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Email



Service Focus

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

Industry Focus

- Education
- Higher Education

Languages

- Farsi
- French
- Spanish

Overview

Nazanin Afshar is a partner 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 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.

Recent Experience

Experience

- Third-chaired an arbitration and obtained a full defense verdict in a case involving a 20-year teacher at an elite private boarding school, who claimed she was terminated because of her pregnancy, age, and gender, and because she was a whistleblower.
- Second-chaired a jury trial and obtained a full defense verdict in a case involving a 21-year employee of a financial institution who claimed he was discriminated against on the basis of a disability and wrongfully terminated.

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

- Selected as the *Los Angeles Business Journal's* Minority Leaders of Influence: Attorneys (2024)
- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2023)

Affiliations

Professional Activities

- Los Angeles County Bar Association (LACBA)
- Association of Southern California Defense Counsel (ASCDC)
- American Bar Association (ABA)
- Association Internationale des Jeunes Avocats (AIJA)
- Psychedelic Bar Association

Insights

INSIGHTS

03/28/25

New Law in Brazil Requires Employers to Assess Psychosocial Risks in the Workplace: 7 Compliance Tips

Nazanin Afshar, Meilin Ng Canova

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Top 5 Things Employers Need to Know About the EU's Latest AI Guidance

Nazanin Afshar, Nan Sato, David J. Walton

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Nazanin Afshar, Chelsea Viola

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Navigating Vietnam's Labor Revolution: What Employers Need to Know About Potential New Trade Union Law

Nazanin Afshar

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Motorola Wins Massive \$407M Award in International Trade Secrets Dispute: 10 Tips for Employers to Protect Your Data

Nazanin Afshar, Jonathan Crook, Nan Sato

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NEWS

07/23/24

Republished Insight: How to Support LGBTQ+ Employees on International Business Trips

Nazanin Afshar, Nan Sato, William D. Wright

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PUBLICATION

06/19/24

Republished Insight: More Countries Join the Digital Nomad Visa Club: A 4-Step Employer's Guide to International Remote Work Requests

Nazanin Afshar, Nan Sato

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INSIGHTS

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How to Support Your LGBTQ+ Employees on International Business Trips: 5 Tips for Employers

Nazanin Afshar, Nan Sato, William D. Wright

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INSIGHTS

05/02/24

How Will Psychedelics Impact the Workplace as Therapeutic Treatment Gains Popularity? 4 Things Employers Should Know

Nazanin Afshar, Nicole Kamm, Ariella Kupetz, Lisa Nagele-Piazza

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