



Zinnia Khan

Associate

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Service Focus

- Employment Discrimination and Harassment
- Litigation and Trials

Overview

Zinnia Khan is an associate in Fisher Phillips' Boston office. Her practice focuses on management-side employment law, including the defense of matters concerning state and federal anti-discrimination statutes, wage and hour laws, leaves of absence and employment agreement disputes. Zinnia handles matters before state and federal courts, in addition to administrative agencies such as the Massachusetts Commission Against Discrimination (MCAD) and the Equal Employment Opportunity Commission (EEOC).

Zinnia also provides advice and counseling relating to employment agreements, hiring, termination, criminal record checks, requests for leave and accommodations and wage and hour issues. She regularly assists employers with risk management through conducting employee training, preparing employee handbooks and formulating employment policies.

During law school, Zinnia was a law clerk for the United States Department of Justice. Zinnia also completed internships at a multinational financial services firm and the Massachusetts Office of the Inspector General.

Credentials

Education

- J.D., 2017, Boston College Law School
- B.A., 2014, magna cum laude, Wichita State University

Bar Admissions

- Massachusetts

Court Admissions

- U.S. District Court for the District of Massachusetts

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2025)
- Recognized in *Boston Magazine's* The Top Lawyers of 2021

Insights

INSIGHTS

07/01/24

Workplace Law Update: 10 Essential Items on Your July To-Do List

Sheila M. Abron, Risa B. Boerner, Kathleen McLeod Caminiti, Caroline Cheek, J. Randall Coffey, Benjamin M. Ebbink, Michael P. Elkon, Lauren Frisch, Lonnie D. Giamela, R. Bryan Holbrook, Ralph Hua, Zinnia Khan, Sean Kingston, Matthew R. Korn, Erik M. Laiho, Lauren Laing, Eleanor F. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Monica Snyder Perl, Katie Reynolds, Terri R. Stewart, J. Hagood Tighe

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INSIGHTS

06/05/24

Pay Transparency in the Green Mountain State: Vermont Adopts New Pay Equity Law

Zinnia Khan, Monica Snyder Perl

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10/14/22

What Do Employers Need to Know About Gen Z? 6 Tips on Attracting and Retaining Young Professionals

Zinnia Khan, Lisa Nagele-Piazza, Marisol Ruiz

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08/03/22

The Top 14 Workplace Law Stories from July 2022

Alba V. Aviles, Suzanne K. Bogdan, Tillman Y. Coffey, Myra K. Creighton, J. Micah Dickie, Stephen R. Gee, Zinnia Khan, Aymara Ledezma, Todd B. Logsdon, Richard R. Meneghello, Danielle Hultenius Moore, Joshua D. Nadreau, John M. Polson, Tyler T. Rasmussen, Kristin L. Smith, Kristin R.B. White

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07/26/22

Massachusetts Governor Signs CROWN Act Banning Hairstyle-Based Discrimination

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NEWS

11/23/21

Three Boston-Based Attorneys Featured on Boston Magazine's 2021 'Top Lawyers' List

Deepa K. Desai , Joshua D. Nadreau, Zinnia Khan

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INSIGHTS

09/07/21

The Top 18 Workplace Law Stories from August 2021

Richard R. Meneghello, Samantha J. Monsees, A. Kevin Troutman, Melissa Camire, Aymara Ledezma, Hannah Sweiss, Lonnie D. Giamela, Jason A. Geller, Brandon Kahoush, Patrick W. Dennison, Amanda M. Blair, Daniel E. Farrington, Alexa Greenbaum, Phillip C. Bauknight, Joshua D. Nadreau, Catharine Morisset, Robert M. Robenalt, James M. Hux Jr., Joel W. Rice, Zinnia Khan

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09/03/21

Massachusetts Employers Must Exercise Caution: "Implicit" Domestic Violence Leave Requests Could Lead to Liability

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06/01/21

Massachusetts Enacts Yet Another COVID-19 Paid Leave Obligation for Bay State Employers

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NEWS

04/13/21

Fisher Phillips Expands in Boston with Employment Litigator

Zinnia Khan

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