

Shayna Balch Santiago

Partner

Phoenix/Los Angeles

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Email



Service Focus

- California Litigation and Appellate
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour
- Counseling and Advice
- Class and Collective Actions

Overview

Shayna Balch Santiago is a partner in both the Phoenix and Los Angeles offices. She represents employers in employment and labor litigation matters before federal and state courts as well as before administrative agencies.

She handles matters across all facets of labor and employment law including employment discrimination, sexual harassment, retaliation, wrongful termination, wage and hour disputes, restrictive covenants, preventive counseling, employee training, personnel policies, and employment agreements.

She has been selected for inclusion in *Super Lawyers Southwest – Rising Stars* since 2012. Shayna was also included in “40 under 40” for 2013 by the *Phoenix Business Journal*. The award honors the top 40 business people in Phoenix under the age of 40.

Shayna is also a frequent speaker at local and national SHRM events. She has spoken yearly at the National SHRM Conference on various employment topics since 2016

Credentials

Education

- J.D., 2006, *cum laude*, Arizona State University, Sandra Day O'Connor College of Law
- B.A., 2003, *summa cum laude*, Arizona State University

Bar Admissions

- Arizona
- California

Court Admissions

- Arizona Court of Appeals
- Arizona Supreme Court
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Central District of California
- U.S. District Court for the District of Arizona

Recognitions

- 40 under 40 for 2013 by the *Phoenix Business Journal*. The award honors the top 40 business people in Phoenix under the age of 40.
- Top 5 Under 35, Most Influential Women, *Arizona Business Magazine*, July 2012
- *Super Lawyers Southwest - Rising Stars* (2012-present)
- AV Peer Review Rated, Martindale Hubbell (2011-present)

Affiliations

Professional Activities

- SHRM of Greater Phoenix, (SHRMGP), Board of Directors (2012-2016)
- Committee Chair, Employment Law Committee, SHRMGP, (January 2010-December 2011)
- Committee Member, Employment Law Committee, Jan 2010 –Present
- Member, Arizona Jewish Lawyers Association, 2011 to present; Director (2013-present)
- Member, SHRMGP (2009-present)
- Member, Society of Human Resource Management (SHRM) (2009-present)
- Member, American Bar Association, Labor & Employment Law Section (2007-present)
- Member, Maricopa County Bar Association, Young Lawyers Division & Employment Law Section (2009-present)

- Member, State Bar of Arizona, Young Lawyers Division & Employment and Labor Law Section (2006-present)
- Founder, Phoenix Lawyers Networking (2013)

Community Activities

- Committee Member, Jewish Community Association, Outreach Committee (2012-2014)
- Committee Member, YMCA Downtown Believes in You, Annual Dinner Planning Committee (2010-present)
- Keynote Speaker, Downtown Believes in You, Annual Dinner, April 5, 2012
- Maricopa County Courthouse Experience (2011-present)
- Volunteer, Junior Achievement, Genesis Academy (2010-2012)
- Volunteer, Junior Achievement, Gateway Community College High School (Spring 2010)
- United Way Campaign Organizer (2009)

Insights

NEWS

05/27/20

Phoenix Partners Discuss Employer Best Practices for Handling Harassment Complaints

Shayna Balch Santiago, Pavneet Singh Uppal

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NEWS

05/11/20

Phoenix Partner Provides Framework for Employers Facing Instances of Remote Misconduct

Shayna Balch Santiago

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INSIGHTS

03/30/20

Arizona Under Stay-At-Home Order, Shutting Down Non-Essential Businesses

Shayna Balch Santiago

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INSIGHTS

03/24/20

Arizona Governor Issues Executive Order Defining “Essential Functions”; No Shelter-In-Place Order Yet

Shayna Balch Santiago

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INSIGHTS

03/18/20

EEOC Clarifies Employer Rights During COVID-19 Outbreak

Shayna Balch Santiago

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EVENT

06/25/19

99 Problems and Lawsuits Ain't One: Top 10 HR Strategies That Will Keep You Out of the Courtroom

Shayna Balch Santiago

[Read more →](#)

NEWS

06/25/18

Conducting an Internal Investigation

Shayna Balch Santiago, Pavneet Singh Uppal

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EVENT

06/20/18

Conducting Internal Investigations: What to Do When Employees Won't Play Nice in the Sandbox

Shayna Balch Santiago

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EVENT

06/19/18

Navigating the ADA Minefield: How to Avoid Getting Sued Over Employee Leaves and Accommodations

Shayna Balch Santiago

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NEWS

05/25/18

Fisher Phillips Attorneys Present at the 2018 SHRM Annual SHRM Conference

Shayna Balch Santiago, James J. McDonald Jr., Danielle Hultenius Moore, Pavneet Singh Uppal, William D. Wright

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