DARCEY M. GRODEN, CIPP/US

Partner

San Diego

858.597.9627

858.597.9601

Service Focus

- **AI, Data, and Analytics**

- **Consumer Privacy Team**

- **Data Protection and Cybersecurity**

- **Digital Wiretapping Litigation**

- **Employee Defection and Trade Secrets**

- **Employment Discrimination and Harassment**

- **Privacy and Cyber**

OVERVIEW

Darcey Groden is a Certified Information Privacy Professional/United States (CIPP/US) and her primary areas of practice are privacy and cyber, artificial intelligence, and employee defections, unfair competition, and trade secret theft.

Darcey counsels clients on compliance with the myriad of consumer privacy laws across the nation, including the California Consumer Privacy Act (CCPA). As part of her practice, Darcey drafts privacy policies, notices, and website terms of use,

consults on drafting and negotiation of third-party data protection agreements, and provides guidance to employers on compliance with employee privacy laws. Darcey also advises businesses on their use of AI, including assessing AI's compliance with privacy laws, preparing AI policies, and evaluating risks of AI usage.

Darcey defends clients in class action and other litigation matters relating to third-party tracking and ad software on websites, including claims under the California Invasion of Privacy Act (CIPA) and the Confidentiality of Medical Information Act (CMIA). Darcey further assists clients in evaluating and implementing preventative measures to help reduce the risk of such invasion of privacy claims.

Darcey also works with clients on cyber incident response, from initial triage and investigation of potential data breaches to breach notification and reporting to government authorities.

In employee defection matters, Darcey has helped employers obtain temporary restraining orders and preliminary injunctions against former employees and competitors to prevent the unauthorized use and disclosure of confidential information. Darcey has also defended businesses and employees who have been sued for such alleged conduct.

Darcey regularly presents on and publishes articles relating to data privacy matters, including consumer privacy laws, invasion of privacy litigation, and privacy law trends. Darcey is member of the Firm's Privacy and Cyber Group, the Consumer Privacy Team, the AI, Data, and Analytics Group, and the Employee Defection and Trade Secrets Group.

After graduating from Harvard Law School, Darcey clerked for the Honorable William M. Jackson in the District of Columbia Superior Court. Prior to joining Fisher Phillips, Darcey was an associate at a large general practice law firm in its Labor & Employment Department.

Recent Experience

- Amicus curiae counsel for industry association in California appellate case where the Court of Appeal agreed with employers and held that litigants in PAGA cases are not entitled to trial by jury.

- Complete defense award in arbitration on behalf of Fortune 500 company against claimant alleging national origin discrimination and breach of contract; claimant's final settlement demand before arbitration was $680,000.

Credentials

Education

- Harvard Law School, J.D., 2013

- Stanford University, B.A., with Honors for Sociology Thesis, 2008

Bar Admissions

- California

Court Admissions

- U.S. District Court for the Central District of California

- U.S. District Court for the Northern District of California

- U.S. District Court for the Southern District of California

- U.S. Court of Appeals for the Ninth Circuit

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2025-2026)

Affiliations

Professional Activities

- Member, International Association of Privacy Professionals

- Vice President of Legislation, San Diego Society of Human Resource Management

- Member, San Diego County Bar Association

INSIGHTS

| Insights | Feb 24, 2026 |

California Court Finds Harm in Collection and Use of License Plate Information without Privacy Policy: 4 Steps Your Business Should Take

| Insights | Feb 11, 2026 |

California Takes Aim at Surveillance Pricing: 4 Steps for Data-Driven Businesses to Prepare

| Insights | Jan 8, 2026 |

Ruling on Another Website Wiretapping Action Offers Pathway for Nationwide Class Actions: 4 Steps to Take Now

| Insights | Jan 5, 2026 |

Websites Become New Litigation Battleground for Restaurant Industry: 5 Steps You Can Take to Avoid Problems in 2026

| News | Dec 16, 2025 |

Fisher Phillips Elects 27 Attorneys to 2026 Partnership Class

| Insights | Dec 1, 2025 |

CCPA Crackdown Continues: Mobile App Maker Fined $1.4 Million for Opt-Out Noncompliance