



GRACE Y. HOROUPIAN

Co-Regional Managing Partner

Irvine

949.798.2145

949.851.0152

Service Focus

- California Class Actions and PAGA
- Litigation and Trials

Industry Focus

- Healthcare

OVERVIEW

Grace Horoupiian is a co-regional managing partner in the Irvine office. Her practice is focused on representing employers in a variety of employment cases. Her diverse practice includes litigating claims involving discrimination, harassment, retaliation, wage and hour violations (both individual and collective actions), unfair business practices, whistleblower claims, workplace violence and wrongful discharge.

She represents employers in both state and federal courts as well as before state and federal agencies, such as the Equal Employment Opportunity Commission (EEOC), the California Department of Fair Employment and Housing, and the Division of Labor Standards Enforcement (DLSE). Grace also provides preventive counseling on subjects such as handling of disciplinary matters and employee terminations, internal investigations, the development of workplace policies and procedures, compliance with state and federal wage and hour laws and leaves of absence. Grace also frequently presents seminars, workshops and trainings on employment issues for industry groups and private employers.

Grace was the former Vice Chair and General Counsel of the Huntington Beach Chamber of Commerce, where she was honored as “Member Of The Year” in 2011. Grace is “AV” Peer Review Rated by Martindale-Hubbell. She is also the former Chair of the firm’s Associate Development Committee.

Credentials

Education

- Loyola Marymount University, Loyola Law School, J.D., 1995
- University of California, Northridge, B.A., magna cum laude, 1992

Bar Admissions

- California

Court Admissions

- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California

Languages

- Armenian
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Recognitions

- *Orange County Business Journal* Leaders of Influence: Women in Law (2023-2025)
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Affiliations

Professional Activities

- Member, Orange County Bar Association
- Member, Armenian Bar Association

Community Activities

- Vice Chair and General Counsel of the Huntington Beach Chamber of Commerce
- Member of the National Human Resources Association

INSIGHTS

News

Sep 19, 2025

Fisher Phillips and Office Leadership Named in Los Angeles Times' Top 25 Orange County Law Firms

News

Aug 28, 2025

Fisher Phillips Attorneys Recognized in the Orange County Business Journal's 2025 Leaders of Influence: Women in Law

News

Aug 26, 2024

Fisher Phillips Attorneys Recognized in the Orange County Business Journal's "2024 Leaders of Influence: Women in Law"

News

Aug 14, 2023

Fisher Phillips Attorneys Recognized in the Orange County Business Journal's "2023 Leaders of Influence: Women in Law"

Event

Nov 16, 2015

HR Workshop for California Craft Brewers

Taking The Sting Out Of Workplace Romance