



Grace Y. Horoupian

Co-Regional Managing Partner

Irvine

t: 949.798.2145

f: 949.851.0152

Email



Service Focus

- Litigation and Trials
- California Class Actions and PAGA

Industry Focus

- Healthcare

Languages

- Armenian

Overview

Grace Horoupian 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

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

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

Recognitions

- *Orange County Business Journal* Leaders of Influence: Women in Law (2023-2024)

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

08/26/24

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

Christine Baran, Grace Y. Horoupian, Lizbeth Ochoa, Lisa Peterson, Lauren Roseman, Caroline S. Scala

[Read more →](#)

NEWS

08/14/23

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

Christine Baran, Grace Y. Horoupian, Lizbeth Ochoa, Lisa Peterson

[Read more →](#)

EVENT

11/16/15

HR Workshop for California Craft Brewers

Grace Y. Horoupian, Amy L. Lessa

[Read more →](#)

PUBLICATION

05/06/14

Taking The Sting Out Of Workplace Romance

Grace Y. Horoupian, Tyler T. Rasmussen

[Read more →](#)

EVENT

10/09/13

Electronic Recordkeeping: Creation, Storage, and Destruction Procedures for the Digital Age

Grace Y. Horoupian

[Read more →](#)

INSIGHTS

12/03/12

Let Me Take A Look At That Tattoo

Grace Y. Horoupian

[Read more →](#)

NEWS

09/24/12

When Babies Cross a Business Line

Grace Y. Horoupian

[Read more →](#)

PUBLICATION

09/12/12

Iskanian Ruling Significantly Improves The Enforceability of Class-Action Waivers Under California Law

Grace Y. Horoupian

[Read more →](#)

PUBLICATION

07/02/12

It's Not Easy Being Green: The Challenges In Establishing A Paperless Human Resources Department

Grace Y. Horoupian

[Read more →](#)

PUBLICATION

06/27/12

Do's & Don'ts of Dress Code Creation & Enforcement: Piercings, Tattoos & More

Grace Y. Horoupian

[Read more →](#)

[View All →](#)