



## **Shahin Vafai**

### ***Of Counsel***

Columbia

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### ***Service Focus***

- Employment Discrimination and Harassment
- Litigation and Trials
- Class and Collective Actions
- Counseling and Advice

### ***Industry Focus***

- Higher Education

### ***Overview***

Shahin is Of Counsel in the Columbia Office. He represents clients in a broad range of labor and employment matters, particularly litigation.

Shahin has nearly three decades of legal experience. After graduating from the University of South Carolina School of Law, he clerked for the Honorable Jean H. Toal, South Carolina Supreme Court. This state appellate experience was then followed and complemented by federal trial court experience as Shahin clerked for the Honorable Joseph F. Anderson, Jr., United States District Court for the District of South Carolina.

Shahin next joined a Columbia-based labor and employment law firm that exclusively represented management. In thirteen years at that firm, including ten years as a partner, he successfully defended employers in over 100 lawsuits—individual employment cases as well as class and collective actions seeking tens or hundreds of millions of dollars in damages. Cases involved Title VII discrimination and harassment, Title IX discrimination, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Fair Labor Standards Act, state and federal constitutional issues, state wage and hour laws, breach of contract, wrongful discharge, defamation,

university tenure and promotion issues, and others. Shahin has appeared in state and federal courts, including arguing multiple times before the Fourth Circuit Court of Appeals.

In 2013, Shahin was recruited to the position of senior legal advisor to the head of an international non-governmental organization with national branches in nearly 180 countries. In addition to personally handling complex matters, he supervised other attorneys and staff.

After a decade abroad, Shahin returned home to South Carolina. In representing employers, he draws on his richly diverse experiences—in state and federal courts, at the trial and appellate levels, in private practice and in-house, domestically and internationally.

## ***Credentials***

### **Education**

- J.D., 1995, *cum laude*, University of South Carolina School of Law
- B.S., 1992, *cum laude*, Phi Beta Kappa, University of South Carolina

### **Bar Admissions**

- South Carolina

### **Court Admissions**

- Supreme Court of the United States
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of South Carolina