



Danielle S. Urban, CIPP/E

Partner

Denver

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Email



Service Focus

- Consumer Privacy Team
- Privacy and Cyber
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- International
- Litigation and Trials

Industry Focus

- Cannabis
- Healthcare

Trending

- U.S. Privacy Hub

Languages

- French
- Hungarian
- Spanish

Overview

Danielle Urban is a partner in the firm's Denver office. She is a Certified Information Privacy Professional (CIPP/E) and has a national practice representing a wide range of employers in a global marketplace.

Her practice involves representation of employers in wrongful termination, employment discrimination and harassment, Title VII, Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA), False Claims Act and state whistleblower actions, international employment issues, covenants not to compete, breach of

employment agreements, and other employment disputes before courts and administrative agencies.

Danielle also advises clients on national and international data security laws, data breaches, and privacy policies. She has spoken on and written numerous articles about international employment laws, with special concentration in Canadian and European employment issues.

She was listed in the Colorado Super Lawyer in 2019 and *Colorado Super Lawyers - Rising Stars* in the 2011 and 2012, as well as the 2017 through 2021 edition of *Best Lawyers*.

She was also selected as a Client Service All-Star for 2016, an elite group of attorneys nominated by in-house counsel for their outstanding client service. BTI Consulting Group conducted the survey.

Prior to law school, Danielle worked for the Health Care Financing Administration (now CMS) overseeing Medicare managed care plans.

Credentials

Education

- J.D., 2002, University of Colorado School of Law
- B.A., 1990, Marquette University

Bar Admissions

- Colorado
- Florida

Court Admissions

- Colorado Court of Appeals
- Colorado Supreme Court
- Florida District Courts of Appeal
- Florida Supreme Court
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Western District of Texas

Recognitions

- Recognized in *The Best Lawyers in America* (2017-2025)
- *Colorado Super Lawyers* (2019)
- Listed as a *Colorado Super Lawyers - Rising Stars* (2011-2012)

Affiliations

Professional Activities

- Member, Colorado Women's Bar Association
- Member, Colorado Bar Association
- Member, Denver Bar Association
- Member, Hillsborough County Bar Association

Insights

EVENT

04/28/25

Money Matters: Navigating Colorado's Pay Equity Law Beyond the Job Posting

Danielle S. Urban, Hillary Ross, Lonnie D. Giamela

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NEWS

04/01/25

Republished Insight: Tracking the Latest Pay Transparency Trends: 5 Compliance Tips for Employers

Kathleen McLeod Caminiti, Sarah Wieselthier, Danielle S. Urban

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EVENT

02/05/25

Money Matters: Pay Transparency Unveiled and Practical Approaches for Employers

Sarah Wieselthier, Kathleen McLeod Caminiti, Danielle S. Urban

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INSIGHTS

01/29/25

Tracking the Latest Pay Transparency Trends: 5 Compliance Tips for Employers

Kathleen McLeod Caminiti, Sarah Wieselthier, Danielle S. Urban

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Colorado Unveils New Privacy Rules: What Businesses – Including Employers – Need to Know to Stay Compliant

Danielle M. Kays, Kile E. Marks, Danielle S. Urban

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Top Workplace Law Stories You May Have Missed from March 2023

William E. Altman, Christopher Alvarez, Christina Anton, Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Ted Boehm, Suzanne K. Bogdan, Kathleen McLeod Caminiti, Melissa Camire, Jennifer B. Carroll, Patrick J. Collopy, Benjamin M. Ebbink, Scott Fanning, James C. Fessenden, Jeffrey A. Fritz, Stephen R. Gee, Jason A. Geller, Darcey M. Groden, Rebecca Hause-Schultz, Marty Heller, Usama Kahf, Courtney Leyes, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Steve A. Miller, Danielle Hultenius Moore, Brett P. Owens, John M. Polson, Abby H. Putzulu, Alden J. Parker, Kristin L. Smith, J. Hagood Tighe, A. Kevin Troutman, Danielle S. Urban, Travis Vance, Spencer W. Waldron, Alexander A. Wheatley, Kristin R.B. White, Sheila M. Abron

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Employer FAQs on Liquidity Concerns in Light of the SVB Crisis

Christopher Alvarez, Sheldon J. Blumling, Kathleen McLeod Caminiti, Benjamin M. Ebbink, James C. Fessenden, Jeffrey A. Fritz, Jason A. Geller, Darcey M. Groden, Danielle Hultenius Moore, John M. Polson, J. Hagood Tighe, Danielle S. Urban, Spencer W. Waldron

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Utah Legislature Passes Consumer Privacy Bill

Danielle S. Urban

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FP Flash Survey Reveals: Great Remote Work Migration May Be Largely Temporary and Isolated

Richard R. Meneghello, Danielle S. Urban

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February 2021: The Top 17 Labor And Employment Law Stories

Steven M. Bernstein, Robert C. Christenson, Patrick W. Dennison, Benjamin M. Ebbink, Chantell C. Foley, Jason A. Geller, Abby H. Putzulu, David S. Jones, Brandon Kahoush, Nicole Kamm, Todd B. Logsdon, Nathan K. Low, Todd A. Lyon, Richard R. Meneghello, Brett P. Owens, Ron M. Pierce, J. Hagood Tighe, A. Kevin Troutman, Danielle S. Urban, Megan E. Walker

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