



## **Sheila M. Abron (Willis)**

***Partner***

Columbia

t: 803.740.7676

f: 803.255.0202

Email



### ***Service Focus***

- Affirmative Action and Federal Contract Compliance
- Class and Collective Actions
- Counseling and Advice
- Employment Discrimination and Harassment
- Pay Equity
- Reductions in Force (RIFs)
- Wage and Hour

### ***Industry Focus***

- Education
- Retail
- Higher Education
- Hospitality

### ***Overview***

Sheila Abron (Willis) is a Partner in the Columbia office and Co-Chair of the Firm's Affirmative Action and Federal Contract Compliance Practice Group. She is committed to finding practical, real world solutions to her clients' employment law needs. She represents companies—large and small—as they navigate employment issues related to hiring, discipline, investigations, employment discrimination, unemployment, and other related issues. Sheila provides guidance to higher education institutions on Title IX Compliance and investigations. She has extensive experience providing compliance advice to federal contractors on affirmative action and OFCCP regulations and audits. Sheila also has extensive experience working on collective actions under the Fair Labor Standards Act (FLSA) and class actions under wage and hour state laws. Sheila also provides training for supervisors and managers on harassment, Equal Employment Opportunity (EEO) compliance, the Family Medical Leave Act, diversity and inclusion, and many other areas.

Sheila is involved in various professional and community activities. She is a past president of both the South Carolina Women Lawyers' Association (SCWLA) and the South Carolina Bar Young Lawyers (SCYLD) Division. She also serves on the Board of Directors for Columbia – Society for Human Resource Management (SHRM) and the board of the National Conference of Women's' Bar Associations. Sheila is active in the Richland County Bar, American Bar Association, and is a member of the Junior League of Columbia.

Prior to attending law school, Sheila was a member of store leadership for a Fortune 500 retail company, providing employee supervision and managing a variety of employee issues related to wage and hour, workers' compensation, discrimination issues, performance management, and other personnel issues.

Sheila is a 2019 recipient of the Silver Compleat lawyer Award from the University of South Carolina School of Law Alumni Association. This award recognizes alumni who have made significant contributions to the legal profession and who exemplify the highest standard of professional competence, ethics, and integrity.

She has also been named to the *Columbia Regional Business Report's* list of 2018 Women of Influence, *Columbia Business Monthly's* 2018 Best and Brightest 35 and Under, *Columbia Business Monthly's* Legal Elite of the Midlands in 2017 and the American Bar Association's On the Rise – Top 40 under 40 in 2018. She is also a 2018 South Carolina Super Lawyers – Rising Star and a 2019 recipient of the Leadership in the Law award. She was awarded the Johnathon Jasper Wright Award by The Honorable Matthew J. Perry Chapter of the Black Law Students Association at the University of South Carolina School of Law, is a three-time recipient of the President's Award and a four-time recipient of the Start of the Quarter award from the South Carolina Bar Young Lawyers' Division.

## ***Credentials***

### **Education**

- J.D., 2011, University of South Carolina School of Law
- B.S., 2005, University of South Carolina

### **Bar Admissions**

- South Carolina

### **Court Admissions**

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

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2021 - 2024)
- 2019 Silver Compleat Lawyer
- 2019 Leadership in the Law
- 2019 South Carolina Super Lawyers List - "Rising Star"
- Awarded the President's Award for her work on the Cinderella Project within the South Carolina Bar Young Lawyers' Division.
- 2018 Best and Brightest 35 and Under
- Named to the list of 2018 Women of Influence by the Columbia Regional Business Report
- On the Rise - Top 40 Young Lawyers Award from the American Bar Association Young Lawyers Division
- 2018 South Carolina Super Lawyers List - "Rising Star"
- Named to *Columbia Business Monthly's* Legal Elite of the Midlands in 2017
- Leadership Columbia Class of 2017, Columbia Chamber
- Named to *Columbia Business Monthly's* Legal Elite of the Midlands in 2017
- Awarded the Johnathon Jasper Wright Award by The Honorable Matthew J. Perry Chapter of the Black Law Students Association at the University of South Carolina School of Law
- Awarded the Star of the Quarter for the South Carolina Bar Young Lawyers' Division

## ***Affiliations***

### **Professional Activities**

- South Carolina Bar Young Lawyers Division, President, 2019-2020
- South Carolina Women Lawyers Association, President, 2018-2019; Member, Board of Directors, 2012-2019
- American Bar Association (ABA) – Member
- Columbia – Society for Human Resource Management (SHRM) – Member, Board of Directors
- Richland County Bar – Member
- South Carolina Bar – Publications Committee Member
- South Carolina Bar Young Lawyers Division – Cinderella Project, State Chair
- South Carolina Bar Young Lawyers Division – iCivics Committee Member
- South Carolina Bar Young Lawyers Division – Voices Against Violence Committee Member
- South Carolina Bar Young Lawyers Division – Habitat for Humanity Wills Clinic Committee Member

- South Carolina Bar Young Lawyers Division – High School Mock Trial Volunteer Judge
- South Carolina Defense Trial Attorneys Association – Member, Board of Directors, 2014-2016

## Community Activities

Sheila is active in the community through her membership with the Junior League of Columbia. She is also a member of 2016 Class of the South Carolina Bar's Leadership Academy and a 2017 graduate of the Columbia Chamber of Commerce's Leadership Columbia.

## Insights

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NEWS

05/01/24

### Fisher Phillips Attorneys Quoted in Inc. Magazine on New EEOC Workplace Harassment Guidance

Sheila M. Abron, Emily N. Litzinger, Jeffrey Shapiro

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INSIGHTS

04/30/24

### New EEOC Workplace Harassment Guidance on LGBTQ+ Workers and More Takes Effect Immediately: 5 Key Takeaways for Employers

Sheila M. Abron, Emily N. Litzinger, Jeffrey Shapiro

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INSIGHTS

04/25/24

### The 10 Biggest Changes in the New Title IX Regulations: Your Institution Must Adapt Before August 1 Deadline

Sheila M. Abron, Andrew Gallinaro, Emily Warwick

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EVENT

04/23/24

### Updates on What Employers Need to Know About EEO-1 Reporting

Sheila M. Abron, Monica Snyder Perl

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INSIGHTS

04/01/24

### New Veterans' Hiring Benchmark Takes Effect: Federal Contractor Agency Makes a Nominal Decrease for 2024

Sheila M. Abron, Andreas Mosby

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INSIGHTS

04/01/24

## Workplace Law Update: 10 Essential Items on Your April To-Do List

Sheila M. Abron, Nazanin Afshar, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Michael D. Carrouth, Robert C. Christenson, J. Micah Dickie, Benjamin M. Ebbink, Usama Kahf, Stephan Kendall, Todd B. Logsdon, Kile E. Marks, Joshua D. Nadreau, Raymond W. Perez, John M. Polson, Robin Repass, Jennifer B. Sandberg, Andrew J. Sommer, J. Hagood Tighe, Travis Vance, David J. Walton, Alexander A. Wheatley, Annie Ziesing

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NEWS

03/29/24

## Sheila Abron Profiled for Rising Above Legal Field Barriers

Sheila M. Abron

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EVENT

03/26/24

## Money Matters: California's Pay Data Reporting Deadline is Upon Us

Jacklin Rad, Aymara Ledezma, Sheila M. Abron

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INSIGHTS

03/25/24

## Are You Ready for OFCCP's 2024 Certification Deadline? Here's What Federal Contractors Need to Know for Affirmative Action Plan Compliance

Sheila M. Abron

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INSIGHTS

03/01/24

## Workplace Law Update: 10 Essential Items on Your March To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Raeann Burgo, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Patrick J. Collopy, Tami Essis Culkar, Alex G. Desrosiers, Benjamin M. Ebbink, Shelby L. Garland, Darcey M. Groden, Usama Kahf, Aymara Ledezma, Joshua D. Nadreau, Jacklin Rad, Jennifer B. Sandberg, Nan Sato, David Shannon, Henry Thomson-Smith, J. Hagood Tighe, Connie Yang

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