



## SHANTANIQUE BRANTLEY

Associate

Phoenix

602.281.3396

602.281.3401

### Service Focus

- Counseling and Advice
- Employee Benefits and Tax
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment

## OVERVIEW

Shanti Brantley defends employers and businesses in labor and employment matters, with a particular focus on counseling on ADA, FMLA, leave compliance, and workplace policy issues across North America. Drawing on hands-on experience managing employment and benefits issues for large workforces, Shanti delivers practical, business-oriented solutions to wage and hour disputes, discrimination and harassment claims, and workplace policy challenges. She guides clients through investigations, policy drafting, and risk assessment — ensuring compliance with federal and state employment laws while helping organizations proactively reduce liability and foster productive workplace cultures.

With a background spanning federal enforcement, in-house HR, and private practice, Shanti handles a broad spectrum of employment litigation and counseling. She has

drafted and implemented multi-jurisdictional ADA/FMLA policies, managed benefits-related disputes, and resolved employment matters involving wrongful termination, retaliation, and leave claims. Shanti's experience includes conducting workplace investigations, defending employers in administrative proceedings, and developing compliance tools that standardize practices and reduce risk.

Before joining Fisher Phillips, Shanti served as Benefits Administrator for a global marketing and communications company, where she advised executives and HR teams on employment and benefits compliance, managed workplace policy development, and resolved employment-related disputes. This in-house perspective — combined with prior experience as a federal investigator for the U.S. Department of Labor's Employee Benefits Security Administration— gives her valuable insight into the operational realities employers face and enables her to deliver legal strategies that are both effective and practical.

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## Credentials

### Education

- Illinois Institute of Technology, Chicago-Kent College of Law, J.D., 2022
- University of Michigan, B.A., 2017

### Admissions

- Arizona

### Court Admissions

- U.S. District Court for the District of Arizona