



## **Nazanin Afshar**

*Partner*

Woodland Hills/Los Angeles

t: 818.230.4259

f: 818.230.4251

Email



### ***Service Focus***

- Class and Collective Actions
- Employment Discrimination and Harassment
- International

### ***Industry Focus***

- Education
- Higher Education

### ***Languages***

- Farsi
- French
- Spanish

### ***Overview***

Nazanin Afshar is a partner in the firm's Los Angeles and Woodland Hills offices. Nazanin represents employers and individuals in single-plaintiff, multi-plaintiff, class action matters, and representative lawsuits brought under California's Private Attorneys General Act (PAGA), involving a variety of issues, such as discrimination, harassment, retaliation, whistleblower allegations, and wage and hour issues. In her practice, Nazanin has represented many clients in mediation and has been trusted with crafting winning strategies that have created favorable results for her clients.

Nazanin also assists her clients in navigating state and federal employment laws, advising them on compliance with wage and hour laws, proper classification of non-exempt/exempt employees and independent contractors, and maintaining up-to-date and compliant handbooks and employment policies to avoid litigation.

As a member of the International Practice Group, Nazanin assists clients on various issues related to employees in jurisdictions around the world. She has counseled clients transitioning employees to remote work in over 40 jurisdictions, drafted employment agreements for US-based companies with employees working outside the US, and provided guidance on employment decisions such as investigations and terminations. Nazanin has also assisted with international mediation of employment disputes for companies and individuals alike in Europe and North America. Nazanin has a particular focus on preventing and managing cross border employment disputes.

Prior to joining Fisher Phillips, Nazanin gained valuable experience advising a wide range of clients from small businesses to multi-national corporations including a chemical laboratory, a construction company, car dealerships, healthcare companies, manufacturing companies, and restaurants. She has advised clients in employment, professional liability, business litigation, and workers' compensation matters in addition to circumstances involving employee wrongdoing, including misappropriation of funds and violations of HIPAA.

Nazanin has represented employers in state and federal court, and in matters before state agencies such as the California Department of Industrial Relations and the California Department of Fair Employment & Housing – both in litigation and in responding to agency investigative inquiries.

## ***Recent Experience***

### **Experience**

- Third-chaired an arbitration and obtained a full defense verdict in a case involving a 20-year teacher at an elite private boarding school, who claimed she was terminated because of her pregnancy, age, and gender, and because she was a whistleblower.
- Second-chaired a jury trial and obtained a full defense verdict in a case involving a 21-year employee of a financial institution who claimed he was discriminated against on the basis of a disability and wrongfully terminated.

## ***Credentials***

### **Education**

- J.D., 2012, University of California, Hastings College of the Law
- LL.M., 2012, University of Paris - Panthéon-Assas
- B.A., 2009, University of California, Los Angeles

### **Bar Admissions**

- California

### **Court Admissions**

- California Courts of Appeal

- California Superior Court
- California Supreme Court
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

## ***Recognitions***

- Selected as the *Los Angeles Business Journal's* Minority Leaders of Influence: Attorneys (2024)
- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2023)

## ***Affiliations***

### **Professional Activities**

- Los Angeles County Bar Association (LACBA)
- Association of Southern California Defense Counsel (ASCDC)
- American Bar Association (ABA)
- Association Internationale des Jeunes Avocats (AIJA)
- Psychedelic Bar Association

## ***Insights***

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INSIGHTS

05/02/24

### **How Will Psychedelics Impact the Workplace as Therapeutic Treatment Gains Popularity? 4 Things Employers Should Know**

Nazanin Afshar, Nicole Kamm, Ariella Kupetz, Lisa Nagele-Piazza

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INSIGHTS

04/03/24

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Nazanin Afshar, Jack O'Connor, Nan Sato

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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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## **Feds Encourage Companies to Come Clean on Criminal Conduct and Reward Whistleblowers for Reporting Wrongdoing: Key Takeaways for Employers**

Nazanin Afshar, Raymond W. Perez

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Risa B. Boerner, Nazanin Afshar

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Nazanin Afshar, Ariella Kupetz, Todd B. Scherwin

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PUBLICATION

03/11/24

## **California Attorneys Provide Compliance Guide on the State's New Leave Rights for Reproductive Loss**

Nazanin Afshar, Ariella Kupetz, Todd B. Scherwin

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INSIGHTS

02/01/24

## **New Year, New Employment Protections for Cannabis Consumption in California: A 3-Step Guide for Employers**

Nazanin Afshar, Ariella Kupetz, Todd B. Scherwin

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NEWS

01/22/24

## **Fisher Phillips Partners Listed Among the Los Angeles Business Journal's 2024 Minority Leaders of Influence**

Nazanin Afshar, Aymara Ledezma

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NEWS

01/08/24

## **Fisher Phillips Partner Pens Article Detailing Employer Consideration for International Remote Work Requests**

Nazanin Afshar

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