

Sara Shok

Associate

101 Second Street
Suite 1000
San Francisco, CA 94105
main: +1 (415) 433-1940
direct: (415) 288-6330
fax: +1 (415) 399-8490
sshok@littler.com

Focus Areas

Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Policies, Procedures and Handbooks
Retail
Hospitality

Overview

Sara Shok's employment practice responsibilities include a broad range of topics related to national employment issues covering the full life cycle of onboarding to offboarding an employee, including managing employee performance issues, disciplinary actions and terminations. She has a broad range of experience working with clients regarding a single separation, as well as large reductions of force requiring state and federal compliance.

In addition, Sara helps clients navigate difficult disability accommodation matters, leaves of absence issues and employment policy, procedures and handbook strategies.

Sara advises clients regarding matters related to discrimination, harassment and retaliation. She also creates customized harassment and discrimination prevention training plans and general management training sessions for her clients and assists with client investigations related to the same.

Sara guides clients through various wage and hour issues, focused on a strategy that reduces client exposure related to employment law violations, including classification analysis and wage considerations related to employees versus contractors and exempt versus nonexempt employees.

Recognition

- Honors Moot Court Brief, *Lewis and Clark Law School*
- Recipient, Pro Bono Award, *Lewis and Clark Law School*

Education

J.D., Lewis & Clark Law School, 2012

Bar Admissions

California

Languages

Farsi