

## Stephanie D. Sarantopoulos

Office Managing Shareholder  
Program Director, Littler onDemand

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### Focus Areas

Littler onDemand  
Discrimination and Harassment  
Hiring, Performance Management and Termination  
Energy

### Overview

Stephanie D. Sarantopoulos is an experienced litigator and counselor who serves in a firm leadership role as Program Director of the Littler onDemand Program. Based in Minneapolis, she oversees and contributes to the accomplishment of Littler onDemand goals and initiatives by providing oversight for the advice and counsel work managed on the Littler onDemand platform; ensuring successful client implementation and client relations; hiring, training and supervising an experienced team of Littler onDemand Counsel; and ensuring successful collaboration among team members.

Before joining the Littler onDemand team, Stephanie represented clients in employment litigation and provided advice and counsel on all aspects of employment and human resource matters. Her practice included defending employers in claims arising under various federal and state statutes and common law causes of action, with a focus on federal employment discrimination litigation arising under:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)

Stephanie has wide-ranging litigation experience in state and federal courts, and she has also represented clients before federal and state administrative agencies, including the Equal Employment Opportunity Commission. In addition, she

has advised employers on the practical and legal implications of everyday employment decisions and their implications, record retention best practices, and public accommodation requirements.

A frequent speaker on labor and employment matters, her presentations include guidance on:

- Discrimination, harassment and retaliation lawsuits
- Leave and accommodation
- Employee discipline and discharge
- Personnel policies and practices
- Management and employee training
- Workplace safety including compliance under pandemic conditions

Stephanie is a current member of Littler's Women's Leadership Initiative and a past member of the firm's Associates Committee.

Previously, Stephanie worked at a small boutique law firm where she focused on employment matters. In law school, she was director of the Esdaile Moot Court program, Vice President of the Health Law Association, and a counselor for the Boston District Court's Battered Women's Advocacy Project.

## Professional and Community Affiliations

- Member, Massachusetts State Bar Association
- Member, Minnesota State Bar Association
- Member, Minnesota Women Lawyers
- Director, Continuing Legal Education, New Lawyers Division, Hennepin County Bar Association, 2009-present

## Recognition

- Named, Rising Star, Employment Litigation, *Minnesota Law and Politics*

## Education

J.D., Boston University School of Law, 1998

B.S., Providence College, 1995, *magna cum laude*

## Bar Admissions

Minnesota

Massachusetts

## Courts

U.S. Court of Appeals, 8th Circuit  
Minnesota Supreme Court  
U.S. District Court, District of Minnesota  
U.S. District Court, District of Massachusetts

## Publications & Press

### **Littler Appoints Two New Office Managing Shareholders**

*Littler Press Release*  
January 8, 2025

### **New Obligations for Frontline Sector Employers through Minnesota's Frontline Worker Pay Program**

*Littler ASAP*  
June 9, 2022

### **Breaking the Ice: Attorney Leads Online Employment Law Platform**

*Minnesota Lawyer*  
July 8, 2021

### **Stephanie Sarantopoulos Named Littler onDemand Program Director**

*Littler Press Release*  
June 11, 2021

### **The Mansfield Rule**

*Minnesota Women Lawyers*  
June 11, 2020

### **COVID-19 – A Retail Industry Focus**

*Littler Insight*  
March 19, 2020

### **Deck the Halls and Pack the Malls: 10 Issues for Seasonal Employee Hiring**

*Littler Insight*  
November 12, 2019

### **Minneapolis Follows the State's Lead and Enacts its Own Wage Theft Ordinance**

*Littler Insight*  
August 12, 2019

**Two New Minnesota Laws Impose Additional Employer Requirements Regarding Employee Social Security Numbers and Review of Personnel Records**

*Littler Insight*

June 8, 2007

**Wisconsin Department of Workforce Development, Equal Rights Division Increases Minimum Wage**

*Littler Insight*

May 19, 2005

## **Speaking Engagements**

**Discipline Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

March 20, 2024

**New Year, New Us! Resolutions for You and Your Organization**

January 25, 2024

**Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

December 14, 2023

**2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023

**Hiring Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

September 21, 2023

**Personnel Management Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

June 22, 2023

**Workplace Violence Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

February 28, 2023

**Conducting Effective Investigations and Climate Assessments in the Evolving Workplace**

Twin Cities Society for Human Resource Management – 2023 Legal Summit, Minneapolis, MN

February 2023

**2022 Midwest Regional Employer Conference**

Minneapolis, MN

November 3, 2022

**Drug Testing Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

October 18, 2022

**Wage & Hour Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

July 28, 2022

**Leaves of Absence Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

April 20, 2022

**Moving Diversity, Equity and Inclusion Programs Forward - Part 2: A DE&I Training Session - Fostering a Diverse, Inclusive and Respectful Culture**

Minneapolis, MN

June 17, 2021

**Moving Diversity, Equity and Inclusion Programs Forward - Part 1**

April 27, 2021

**Minnesota Employment Law Update: Lessons from 2020 and What You Need To Know Going Into 2021**

2021 TCSHRM Legal Summit

February 4, 2021

**Getting MN Back to Work - Maintaining a Safe Place to Work and Visit**

June 17, 2020

**"Stop the Madness! Effective Ways to Protect Your Organization Against FMLA Abuse and Navigate Related Statutes Along the Way"**

MRA Federal and Minnesota Employment Law Update, Minnetonka, MN

March 12, 2020

**Managing Minefields: Navigating Employment Laws and Management Challenges**

TCSHRM February Legal Summit, Minneapolis, MN

February 13, 2020

**Agency Perspectives: Understanding & Complying With the New Minnesota and Minneapolis Wage Theft Act**

2019 Midwest Employer Conference, Minneapolis, MN

October 3, 2019

**Workplace Investigations: A Multidisciplinary Approach to Facing New Challenges, Refining Your Techniques and Managing Evidence**

2018 Midwest Employer Conference, Minneapolis, MN

November 8, 2018

**You've Been Served: How to Prepare for, Respond to, and (with any luck) Avoid Being Sued**

Minnesota State SHRM Conference, St. Cloud, MN

October 15, 2018

**Don't Get Wrecked by the Reckoning: How to Respond to Harassment in the Age of #MeToo**

Minneapolis, MN

April 19, 2018

**You've Been Served: How to Prepare for, Respond to, and (with any luck) Avoid Being Sued**

2017 Midwest Employer Conference, Minneapolis, MN

October 26, 2017

**Religious Accommodation: Withdrawal Liability Basics and Development**

Minnesota State SHRM Conference, Deluth, MN

October 9, 2017

**Advocating for Yourself and Others: What Role Does Gender Play?**

Women's Leadership Initiative, Minneapolis, MN

April 16, 2017

**Current Trends in Workplace Religious Accommodation**

2016 Midwest Employer Conference, Minneapolis, MN

October 4, 2016

**Ironclad Investigation Tactics**

Littler Mendelson, Minneapolis, MN

October 11, 2012

**2012 Midwest Employer Conference**

Minneapolis, MN

October 11, 2012

**Kate Wilson and Stephanie Sarantopoulos to Present at Management Seminar hosted by Hospitality Minnesota**

St. Paul, MN

April 19, 2007