



## Sara Shok

Associate

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## Practice Areas

HR Advice and Counsel  
Leave and Accommodation  
Handbooks and Policies  
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.

## Events & Speaking Engagements

### Hiring in the Wild West: Navigating California's Employment Frontier

March 13, 2025

## 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