



## Abigail L. Giarrusso

Of Counsel

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### Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
Audit Services  
Workplace Violence Prevention and Crisis Response

### Overview

Abigail L. Giarrusso advises clients concerning various employment-related matters, including fair employment practices, employment offers, paid sick and safe leave, leaves of absence, wage and hour obligations, requests for accommodations, and disciplinary issues. She routinely partners with legal and human resources departments to help clients remain compliant with ever-changing employment laws by preparing and auditing multistate employee handbooks and policies. Abigail regularly provides legal advice to employers concerning issues related to COVID-19, including vaccine mandates and related requests for accommodations, supplemental sick time, leaves of absence, and remote work.

Abigail defends employers against discrimination, harassment, retaliation, failure to accommodate, wage and hour, and class and collective claims in federal and state court. Abigail's litigation work includes representing employers in administrative proceedings before the Equal Employment Opportunity Commission and state and local administrative bodies.

Prior to joining Littler, Abigail practiced with a Rochester-based litigation firm, where she represented businesses, universities, and healthcare organizations involved in litigation. She defended clients against claims related to employment law, higher education law, commercial law, insurance law, and medical malpractice. She also counseled clients on litigation prevention.

## Professional and Community Affiliations

- Member, Greater Rochester Association for Women Attorneys, 2014-present
- Member, Monroe County Bar Association, 2014-present

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2024
- Recipient, *Western District of New York Pro Bono Award*, 2018
- Named, Rising Star, *Super Lawyers*, 2016
- Order of the Coif
- Recipient, *George Washington Law School Pro Bono Recognition Award*

## Education

J.D., George Washington University Law School, 2013, *Highest Honors*

B.A., Vassar College, 2009, *General and Department Honors*

## Bar Admissions

New York

## Courts

U.S. District Court, Western District of New York

U.S. District Court, Northern District of New York

## Publications & Press

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

## Speaking Engagements

**2022 New York Employment Law Update - Union Organizing**

Fairport, NY

November 8, 2022

**A Primer for Effective Pro Bono Representation in Section 1983 Civil Rights Litigation**

Western District of New York, Pro Bono Counsel Training

October 21, 2020

**Everything Changes in a New York Minute**

April 30, 2020

**Social Media and the Workplace: The Blurred Line Between Personal and Professional**

Salvation Army of Greater Rochester Rochester, NY

April 28, 2017