



Devjani H. Mishra

Shareholder

900 Third Avenue
New York, NY 10022
main: (212) 583-9600
direct: (212) 497-8482
fax: (212) 832-2719
dmishra@littler.com



Focus Areas

Business Restructuring and M&A
Corporate Compliance and Ethics
Discrimination and Harassment
Staffing, Independent Contractors and Contingent Workers
Leaves of Absence and Disability Accommodation
Healthcare
Retail
Emerging Technologies and Venture Capital

Overview

Devjani H. Mishra draws on more than 20 years of in-house and outside counsel experience to partner with management in creating scalable and efficient solutions to complex workplace challenges.

Prior to joining Littler, Devjani spent almost seven years as the primary in-house employment counsel for a global biotechnology company serving patients in more than 50 countries. Devjani brings this client-centered perspective to her work with companies of all sizes, from startups to multinational corporations, including:

- Planning and performing transactional due diligence, workforce integration and business restructuring
- Building corporate compliance and ethics programs, performing employment practices audits and managing internal investigations
- Supporting stakeholders in capturing best practices for recruiting, contracting, alternative staffing, performance management, and discipline
- Addressing requests for flexible work, accommodation and military, medical and family leaves of absence

Devjani is also an experienced litigator, and has successfully handled employment complaints from inception through trial in federal and state courts and agencies. She works closely with clients to set cost-effective defense strategy and

to alleviate the business disruption that litigation can cause. Prior to going in-house, she was a partner in the labor and employment practice of a national law firm.

Devjani is a regular presenter on employment law topics before the American Bar Association, the Practising Law Institute and other professional forums.

Professional and Community Affiliations

- Member, Annual Conference Track Coordinator, Labor and Employment Law Section, American Bar Association
- Director, South Asian Bar Association of New York, 2006-2010
- Member, American Employment Law Council
- Member, Women in Bio and BioCT

Education

J.D., Columbia University School of Law, 1997, *Harlan Fiske Stone Scholar*
B.A., Yale University, 1994, *with distinction*

Bar Admissions

New York
Pennsylvania
Connecticut

Courts

U.S. Court of Appeals, 4th Circuit
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York
U.S. District Court, Western District of New York
U.S. District Court, District of Connecticut
U.S. District Court, District of Vermont
U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Northern District of New York

Publications & Press

Littler and ComplianceHR Launch Employee Screening Solution as Workplaces Reopen

Littler Press Release

July 7, 2020

A Return to Work Roadmap for New York Employers

Littler Insight

May 21, 2020

Do Your Employees Need to Wear Face Masks?

SHRM Online

May 5, 2020

Masks And Face Coverings: What Employers Need To Know

Law360

April 21, 2020

Masks and Face Coverings: What Employers Need to Know

Littler Insight

April 13, 2020

Coronavirus: What Michigan's essential workers need to know

Lansing State Journal

April 7, 2020

A COVID-19 Roadmap for New York Employers

Littler Insight

March 30, 2020

Coronavirus (COVID-19) Employer FAQs

Littler Insight

March 24, 2020

'A source of tremendous discrimination': Why hair policies matter

HR Dive

February 28, 2020

Tips for Creating Multipurpose Accommodation Rooms for Employees

SHRM Online

February 12, 2020

New York State Bans Discrimination Based on Reproductive Health Decision Making

Littler ASAP

November 15, 2019

Workforce Restructurings: A U.S. Perspective

PLI Press

September 24, 2019

How to Accommodate Breast-Feeding Employees in the Workplace

SHRM Online

September 5, 2019

New York anti-discrimination law heightens risks for employers

Business Insurance

July 9, 2019

New York State Significantly Expands its Workplace Harassment Laws (Again)

Littler ASAP

June 20, 2019

Hairstyles and Anti-Discrimination Laws: What You Need to Know

Law.com

April 23, 2019

New York City Publishes Sexual Harassment Prevention Training Video and New FAQs

Littler ASAP

April 10, 2019

#M&Atoo

Today's General Counsel

April 1, 2019

New York City Commission on Human Rights Provides Legal Enforcement Guidance on Race Discrimination on the Basis of Hair

Littler ASAP

February 21, 2019

Compliance in a New York Minute: Top 10 New Year Resolutions for Employers

Littler Podcast

February 1, 2019

New York City Moves to Prohibit Discrimination Based on Family Planning and to Protect Reproductive Choice

Littler ASAP

December 26, 2018

A Cooperative Dialogue about NYC's New Cooperative Dialogue Law – and More!

Littler Podcast

December 3, 2018

New York's New Sexual Harassment Laws: A Compliance Checklist

Thomson Reuters Westlaw

November 19, 2018

New York City Will Require Employers to Provide Greater Workplace Accommodations for Lactating Employees

Littler ASAP

November 19, 2018

NYC Council Proposes Additional Harassment Training Requirement for "Nightlife Establishments" and Their Employees

Littler ASAP

November 14, 2018

New York Anti-Sexual Harassment Requirements Take Full Effect

Littler Podcast

October 9, 2018

NY Pushes Back Sex Harassment Training Deadline to October 9, 2019

Littler ASAP

October 2, 2018

Significant Compliance Challenges in New York State's Proposed Anti-Sex Harassment Rules: What Can Employers Do Now?

Littler Insight

September 7, 2018

New York Sexual Harassment Laws – The City Commission Publishes Poster and Fact Sheet

Littler ASAP

August 13, 2018

The Supreme Court's Ruling in Masterpiece Cakeshop: A Masterpiece on Dodging Key Constitutional Issues

Littler ASAP

June 4, 2018

New York State and City Expand Anti-Harassment Requirements for Employers

Littler Insight

April 13, 2018

Littler Adds Shareholder Devjani Mishra to New York Office

Littler Press Release

March 6, 2018

Speaking Engagements

Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements

October 9, 2020

Employees with disabilities in the new world order – the challenges and opportunities in the wake of Covid-19

IBA Diversity and Equality Law Committee

September 15, 2020

Are We There Yet? Understanding the Return to Work Challenge Posed by COVID-19 - Second Session

September 1, 2020

Are We There Yet? Understanding the Return to Work Challenge Posed by COVID-19

August 19, 2020

COVID-19's Impact on Employment Law in New York

New York State Judicial Institute (New York State Unified Court System)

July 14-15, 2020

The Next Normal: Preparing Our Workplaces and Workforces for the "Return to Work"

July 13, 2020

COVID-19 in the Workplace: Compliance Challenges, Policy Options

ABA Business Law Section, Banking Law Committee

June 29, 2020

The Next Normal: Advice for New York and New Jersey Employers on Safely Reopening Their Workplaces

June 24, 2020

Returning to Work – Legal Updates & Considerations for Employers

China General Chamber of Commerce – USA Webinar

June 17, 2020

Covid-19 U.S. Employment Law and OSHA Overview

PLI Webinar

May 19, 2020

COVID-19: Practical Guidance for Employers

Japan Society Webinar

May 15, 2020

COVID-19: What Lies Ahead

Brazilian-American Chamber of Commerce Webinar

May 12, 2020

Your Workforce: Staying Compliant and Productive

BritishAmerican Business Webinar

May 12, 2020

Business as Unusual: Preparing Our Workplaces and Workforces for a Return to Work

Littler Virtual Executive Employer

May 8, 2020

Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements

February 19, 2020

Content and Cocktails: Diversity, Inclusion and Elimination of Bias

New York, NY

November 7, 2019

Employment Law Issues in Mergers and Acquisitions

American Employment Law Council Annual Conference

October 25, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

October 8, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

September 26, 2019

#MeToo Update: Investigating a Culture of Complicity and Cover Ups

NAPABA (National Asian Pacific American Bar Association) Regional Conference

September 21, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

September 18, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

July 24, 2019

Cross-Border Employment Law 2019: Workforce Restructurings, Including M&A, Across Borders

Practising Law Institute

June 5, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

May 15, 2019

Time for a Tune-Up: Compliance Tips for 2019 and Beyond

New York, NY

April 23, 2019

Understanding Employment Law 2019: ADA, FMLA and Accommodation Fundamentals

Practising Law Institute

April 15, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

February 21, 2019

Understanding New York State and City's Sexual Harassment Laws: A Compliance Checklist

October 30, 2018

Understanding New York State and City's Sexual Harassment Laws: A Compliance Checklist

October 19, 2018

New York Financial Services Roundtable

New York, NY

September 25, 2018

Complying with New York State and New York City's New Anti-Sexual Harassment Legislation – What Employers Need to Know

Practising Law Institute

July 10, 2018

Understanding Employment Law 2018: ADA Fundamentals

Practising Law Institute

April 12, 2018

The #MeToo Movement and Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

New York, NY

April 10, 2018

Litigation Issues Involving Staffing Agencies and PEOs: We're in This Together . . . Or Are We?

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting

March 23, 2018

Paid Leave and Other Protection for Employees with Caregiver Responsibilities

ABA Labor & Employment Law Annual Conference

November 12, 2016

Unraveling the Ethical Complexities of Workplace Investigations

ABA Labor & Employment Law Section, Ethics & Professional Responsibility Committee Midwinter Meeting

March 19, 2016

Keynote: Hot Topics in Labor and Employment Law

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting

March 16, 2016

Effectively Managing Remote Work

ABA Labor & Employment Law Annual Conference

November 5, 2015

Workplace Investigations Essentials: What to Know When Conducting Effective Workplace Investigations

ABA Webinar

September 16, 2015

A Look at Budding Issues from State Laws Legalizing Marijuana

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting

March 26, 2015

Advanced Issues in Reductions-in-Force

ABA Labor & Employment Law Annual Conference

November 7, 2014

Best Practices for Managing Religious Diversity in the Workplace

ABA Annual Meeting

August 8, 2014

ABA Commission on Ethics 20/20

ABA Labor & Employment Law Annual Conference
November 8, 2013

Employer Use of Criminal Background Screens

ABA Labor & Employment Law Annual Conference
November 7, 2013

Using Social Media in Litigation

PLI Information Technology Law Institute
April 8, 2011