

Hinna Upal

Associate

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Focus Areas

International Employment Law
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Litigation and Trials
Appellate
Inclusion, Equity and Diversity

Overview

Hinna Upal provides practical solutions and strategic guidance to multinational employers on a wide range of international employment and compliance concerns and in litigation. Her competencies cover a range of workplace topics, such as discrimination, harassment, retaliation, and accommodations at the state and federal levels and before administrative agencies, including the Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights. Hinna also conducts discrimination and hostile work environment investigations, and assists clients with ethics issues and performance management. She also guides employers on the intricacies associated with employment in multiple nations and the difficulties associated with conflicting jurisdictional obligations including in such areas as:

- Workplace ethics and compliance
- Multi-country and international surveys on employment laws and practices
- Diversity, Equity, and Inclusion
- Global codes of conduct and international policies
- Discrimination and harassment
- Human resources and conducting investigations

- The employment cycle including applications, interviewing, hiring, discipline, promotions, demotions, recordkeeping and terminations

Hinna's recent litigation accomplishments include the following:

- Secured a significant victory for a Fortune 500 telecom company by winning a Motion for Summary Judgment on all counts in a single plaintiff discrimination matter
- Successfully moved for monetary sanctions on behalf of a national retailer in a contentious discovery battle involving discrimination claims under the ADEA with class allegations

Before joining Littler, Hinna was the deputy general counsel at the Executive Office of Energy and Environmental Affairs (EEA) for the Commonwealth of Massachusetts. She also served as a law clerk to the Hon. William E. Smith, chief judge of the U.S. District Court for the District of Rhode Island, and Justice Francis X. Flaherty, Rhode Island Supreme Court.

Professional and Community Affiliations

- Chair, Nominating Committee and Member, Board of Directors , Greater Rochester Association for Women Attorneys (GRAWA), 2022
- Co-Chair, Employment Law Section, South Asian Bar Association of North America, 2020-2022
- Member, Board of Directors, Roger Williams University School of Law, May 2014-present, Degree and Tenure Committee, May 2014-present; Alumni Affairs Committee, May 2014-present; Admissions and Marketing Committee, May 2014-present
- Member, Inclusivity Advisory Committee, Pittsford Central School District, 2018-2020
- Treasurer, Delegate and Member, Board of Directors, Greater Rochester Association of Women Attorneys, 2015-2020
- Member, Board of Directors, Women's Bar Association of New York, 2015-2020
- Secretary and Member, United Nations Association of Rochester, 2016-2017
- President, South Asian Bar Association of Greater Boston, 2014-2015, Vice President, 2013-2014; Secretary, 2012-2013; Membership Chair, 2011-2012
- Assistant Coach, FIRST Lego League, 2014-2015

Recognition

- Recipient, Women of Excellence Award, *Rochester Business Journal*, 2022
- Recipient, President's Award, *Greater Rochester Association for Women Attorneys*, 2019
- Named, Forty Under 40, *Rochester Business Journal*, 2017
- Recipient, National Association of Women Judges Scholarship, 2007
- Recipient, Thurgood Marshall Award, 2007

Education

J.D., Roger Williams University School of Law, 2007, *magna cum laude*

B.A., Queen's University, 2002, *First Class Honors*

Bar Admissions

Massachusetts

New York

Courts

U.S. District Court, District of Rhode Island

U.S. District Court, District of Massachusetts

U.S. Bankruptcy Court, District of Massachusetts

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

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

U.S. Court of Appeals, 1st Circuit

Publications & Press

Celebrating AAPI Heritage Month: Leadership and Collaboration

Littlel Podcast

May 18, 2022

Now Is the Time for Post-COVID HR Audits

Rochester Business Journal

July 21, 2021

The not-so-innocuous side of inoculations — assessing whistleblower risks when requiring COVID-19 vaccines for your employees

Reuters Legal

June 9, 2021

India Enacts Major Employment Law Reforms

Littlel Insight

October 20, 2020

After 9/11, Hinna Upal Changed her Focus to Law, She's a Woman to Watch

Democrat & Chronicle

April 22, 2018

When Fear Clouds Reality: Hinna Mirza Upal '07 on the Complexity of Responding to Islamophobia

RWU Law: The Magazine of Roger Williams University School of Law

Issue 9, 2016

A Stronger Defense Against Trade Secret Theft

Rochester Business Journal

June 17, 2016

Speaking Engagements

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?

February 17, 2022

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?

February 16, 2022

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 29, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 28, 2021

Labor and Employment Law Panel: Wandering Worker in an Era of Remote Work

Rochester Business Journal Webinar

July 15, 2021

Law Focus First 100 Days in Labor and Employment Law

Rochester Business Journal Webinar

February 22, 2021

Return to Work in a COVID-19 World: U.S. and Global Perspectives

January 21, 2021

Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic

October 30, 2020

Emerging Accessibility Issues Under Title III of the ADA

Genesee Valley Chapter of SHRM and the National Human Resource Association – Rochester Affiliate, Rochester, NY

February 12, 2020

Emerging Accessibility Issues Under Title III of the ADA

NHRA Legal Update

February 1, 2020

I Didn't Mean It Like That: Recognizing Implicit Bias and Curbing Microaggression

Monroe County Bar Association CLE

October 2, 2019

Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques, and Avoiding the Common Pitfalls

NYS Society for Human Resource Management's (SHRM) Regional Conference, Albany, NY

September 22, 2019

Live in Color, A Diverse Wo(Mens)'s Conference

Holy Cross, Hogan Campus Center

May 14, 2019

None of Your Business? Discrimination and Leave Compliance Issues When Managing Employees with Substance Addictions

Fairport, NY

October 30, 2018

Employment Law Legal Update

Monroe County Job Service Employer Committee Seminar, Rochester, NY

October 24, 2018

Update Your Status: Current Legal Risks Related to Social Media in the Workplace

Fairport, NY

March 28, 2017

Hot Topics for New York Employers

Fairport, NY

November 1, 2016

Books & Book Chapters

- New Ways of Working, United States, *International Employment Lawyer*, Co-Author, 2022
- Charging Parties and Plaintiffs, *Employment Discrimination Law Treatise*, Ch. 25, contributor, 2021
- Group Insurance, *New Appleman on Insurance Law Library Edition*, Ch. 87, Vol. 8, contributing author, 2012