

## Roya Aghanori

Associate

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## Focus Areas

Wage and Hour  
Investigations  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Leaves of Absence and Disability Accommodation  
Employee Benefits  
Policies, Procedures and Handbooks

## Overview

Roya Aghanori has experience investigating and litigating a variety of labor and employment matters including:

- New York and FLSA wage and hour
- Prevailing wage/public work
- Paid benefits and leave
- Worker classification and exemptions
- Joint employer/alter ego liability
- Workplace discrimination, harassment, and retaliation

Prior to joining Littler, Roya was an assistant attorney general in the Labor Bureau of the New York State Office of the Attorney General, where she served as lead counsel on statewide investigations and high-profile impact litigation enforcing New York City, New York State, and federal labor and employment laws. She served as co-lead of the New York Attorney General's Workplace Equity Task Force and oversaw investigations concerning workplace harassment, discrimination, paid leave, pay equity and transparency issues.

Previously, Roya was with a union-side firm where she represented unions and union benefit funds in cases involving traditional labor law violations, contractual disputes, and collection proceedings. She drafted new sexual harassment/discrimination policies and performed training sessions for client employees.

Roya also served as an attorney in Counsel's Office at the New York State Department of Labor, where she represented the State in wage and hour proceedings, worked on asbestos license/certification revocations, apprenticeship program deregistrations, and wage collection proceedings.

## Professional and Community Affiliations

- Member, American Bar Association

## Recognition

- Recipient, Louis J. Lefkowitz Memorial Award, 2022, *Awarded by NY Attorney General Letitia James*

## Education

J.D., City University of New York School of Law, 2015

B.A./B.A., Stony Brook University, SUNY, 2011

## Bar Admissions

New York

## Courts

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

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

## Publications & Press

### **Budget Expected to Raise New York's Minimum Wage**

*Little ASAP*

May 3, 2023