

Shari B. Ariail

Littler CaseSmart Counsel

direct: (816) 788-7111

sariail@littler.com



Focus Areas

Littler CaseSmart

Overview

Shari B. Ariail is a member of the Littler CaseSmart® team and is based in Massachusetts. She is responsible for early case evaluation (ECE). At the outset of each employment litigation matter, she identifies and reviews pertinent documents, interviews relevant witnesses, and drafts an ECE report for clients' cases. In keeping with each client's litigation philosophy, she partners with the local Littler litigation team and assists in developing and executing strategies for effectively handling litigation.

Prior to joining Littler, Shari represented employees and employers in claims under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), and Title IX of the Education Amendments of 1972, and handled state claims of discrimination and retaliation. She also defended school districts in arbitrations and government investigations involving civil rights violations. She has experience drafting discrimination policies and procedures for school districts and employers.

Shari has investigation, enforcement, and compliance experience working for the federal government in the areas of accessibility, including accommodations and service animals in the workplace and schools; auxiliary aids for deaf and hard-of-hearing patients and employees in the healthcare setting; braille signage in public accommodations; and race discrimination in housing. She also possesses experience investigating claims under the Religious Land Use and Institutionalized Persons Act (RLUIPA) and the Prison Rape Elimination Act (PREA).

Professional and Community Affiliations

- Member, Massachusetts Bar Association
- Member, Washington Bar Association
- Member, National School Board Association, 2022-present

- Member, Association of Workplace Investigators (AWI), 2017-present
- Volunteer Mock Trial Judge, Massachusetts Bar, 2023
- Volunteer, Great Pyrenees Rescue

Education

J.D., Case Western Reserve University School of Law, 1988

B.A., Brandeis University, 1985

Bar Admissions

Washington

Massachusetts

Courts

U.S. District Court, Western District of Washington

U.S. District Court, District of Massachusetts