

## Shiara Diloné-Fernández

Capital Member

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### Focus Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Workers' Compensation  
Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation

### Overview

With over two decades of legal experience, Shiara Diloné-Fernández stands at the forefront of labor and employment law, offering a unique blend of business acumen and legal insight. Her distinguished career is marked by a deep commitment to developing creative, cost-effective strategies that address the complex needs of her clients. Shiara's background in business and accounting enriches her legal practice, allowing her to offer advice that not only aligns with the legal landscape but also supports the strategic business objectives of her clients.

Shiara's comprehensive understanding of the labor and employment statutory framework enables her to serve as a formidable advocate for employers, both large and small, across a spectrum of industries. As a dedicated management-side labor and employment practitioner, she has adeptly navigated clients through challenges ranging from discrimination and retaliation claims to workers' compensation issues, always with a focus on minimizing risk and exposure.

Her litigation experience is extensive and multifaceted, spanning both state and federal courts. This experience informs her nuanced approach to legal advice, enabling Shiara to quickly pinpoint key issues, assess associated risks, and evaluate potential exposure. Her ability to tailor her advice to the specific nuances of each matter and the priorities of her clients sets her apart as a trusted advisor in the legal community.

Beyond her legal practice, Shiara is an active voice in the field of employment law, regularly speaking at conferences and providing workplace training on critical topics such as compliance, anti-harassment, and employment law standards. Her efforts have made significant contributions to the understanding and application of employment law, reinforcing her reputation as a thought leader.

Shiara Diloné-Fernández's blend of legal experience, business insight, and personalized service continues to drive success for her clients, making her an invaluable asset in the ever-evolving landscape of labor and employment law.

## Professional and Community Affiliations

- Member, Board of Directors, Puerto Rico Association of Labor Relations Practitioners, 2009-2011
- Member, Puerto Rico Bar Association
- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Puerto Rico Board of Accountancy

## Recognition

- Recipient, Faculty Award Outstanding Student in Criminal Law, *University of Puerto Rico*, 2003
- Recipient, Benicio Sánchez Castaño Award for Outstanding Student in Criminal Law, *Puerto Rico Bar Association*, 2003

## Education

J.D., University of Puerto Rico, 2003, *magna cum laude*

B.A., University of Puerto Rico, 1998, *magna cum laude*

## Bar Admissions

Puerto Rico

## Courts

U.S. Court of Appeals, 1st Circuit

Supreme Court of Puerto Rico

U.S. District Court, District of Puerto Rico

## Languages

Spanish

English

## **Publications & Press**

### **Little Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain**

*Little Press Release*

November 16, 2023

### **Little Global Guide - Puerto Rico - Q3 2022**

*Little Global Guide Quarterly*

October 25, 2022

### **Puerto Rico Enacts New Legislation on Remote Workers of “Out-of-State” Employers**

*Little ASAP*

July 27, 2022

### **Little Global Guide - Puerto Rico - Q2 2020**

*Little Global Guide Quarterly*

July 23, 2020

### **Puerto Rico Governor Signs New Civil Code**

*Little ASAP*

June 2, 2020

### **Governor of Puerto Rico Extends Curfew and Relaxes Lockdown**

*Little Insight*

May 2, 2020

### **Little Global Guide - Puerto Rico - Q1 2020**

*Little Global Guide Quarterly*

April 15, 2020

### **Puerto Rico Treasury Department Extends Tax Exemptions for COVID-19 Employer-Provided Payments and Amends Rules for Qualified Retirement Plan and IRA Distributions**

*Little ASAP*

March 30, 2020

### **Puerto Rico Government Extends Several Deadlines in Light of COVID-19 Emergency**

*Little ASAP*

March 20, 2020

**Puerto Rico Agencies Issue Guidance Clarifying Executive Order on COVID-19 Shutdown and Curfew Measures**

*Little Insight*

March 18, 2020

**Puerto Rico Approves Major Reform of its Employment Laws**

*Little ASAP*

January 26, 2017

**Puerto Rico Supreme Court: Failure to Provide Safe, Private and Hygienic Area for Breastfeeding in the Workplace May Violate Working Mother's Constitutional Right to Privacy**

*Little ASAP*

February 3, 2016

**Puerto Rico Governor Signs Law Allowing Employees to Use Accrued Paid Sick Leave to Care for Qualified Family Members**

*Little ASAP*

January 12, 2016

**Amendment to Act 115 Adds Internal Complaints Before Employers as Protected Activity Against Retaliation in Puerto Rico**

*Little ASAP*

October 1, 2014

**Little Expands to Puerto Rico**

*Little Press Release*

December 9, 2013

## **Speaking Engagements**

**2023 Puerto Rico Employer Conference**

San Juan, PR

April 27, 2023

**2021 Puerto Rico Virtual Regional Employer Conference**

San Juan, PR

November 16, 2021

**Reestructuración de costos basado en la terminación de contratos de trabajo / Planes de retiro**

May 28, 2020

**2019 Puerto Rico Conference**

San Juan, PR  
April 12, 2019

**2018 Littler Puerto Rico Conference**

San Juan, PR  
April 19, 2018

**2017 Littler Global Puerto Rico Conference**

San Juan, PR  
April 7, 2017

**Puerto Rico Labor Reform 2017: What You Need to Know**

San Juan, PR  
February 16, 2017

**Second Annual Puerto Rico Conference**

Condado VanderbiltSan Juan, Puerto Rico  
August 18, 2016

**Littler Global Puerto Rico Conference**

San Juan, PR  
August 20, 2015