

Stephanie D. Sarantopoulos

Program Director, Littler onDemand
Shareholder

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Focus Areas

Littler onDemand
Discrimination and Harassment
Hiring, Performance Management and Termination
Energy

Overview

Stephanie D. Sarantopoulos is an experienced litigator and counselor who serves in a firm leadership role as Program Director of the Littler onDemand Program. Based in Minneapolis, she oversees and contributes to the accomplishment of Littler onDemand goals and initiatives by providing oversight for the advice and counsel work managed on the Littler onDemand platform; ensuring successful client implementation and client relations; hiring, training and supervising an experienced team of Littler onDemand Counsel; and ensuring successful collaboration among team members.

Before joining the Littler onDemand team, Stephanie represented clients in employment litigation and provided advice and counsel on all aspects of employment and human resource matters. Her practice included defending employers in claims arising under various federal and state statutes and common law causes of action, with a focus on federal employment discrimination litigation arising under:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)

Stephanie has wide-ranging litigation experience in state and federal courts, and she has also represented clients before federal and state administrative agencies, including the Equal Employment Opportunity Commission. In addition, she

has advised employers on the practical and legal implications of everyday employment decisions and their implications, record retention best practices, and public accommodation requirements.

A frequent speaker on labor and employment matters, her presentations include guidance on:

- Discrimination, harassment and retaliation lawsuits
- Leave and accommodation
- Employee discipline and discharge
- Personnel policies and practices
- Management and employee training
- Workplace safety including compliance under pandemic conditions

Stephanie is a current member of Littler's Women's Leadership Initiative and a past member of the firm's Associates Committee.

Previously, Stephanie worked at a small boutique law firm where she focused on employment matters. In law school, she was director of the Esdaile Moot Court program, Vice President of the Health Law Association, and a counselor for the Boston District Court's Battered Women's Advocacy Project.

Professional and Community Affiliations

- Member, Massachusetts State Bar Association
- Member, Minnesota State Bar Association
- Member, Minnesota Women Lawyers
- Director, Continuing Legal Education, New Lawyers Division, Hennepin County Bar Association, 2009-present

Recognition

- Named, Rising Star, Employment Litigation, *Minnesota Law and Politics*

Education

J.D., Boston University School of Law, 1998

B.S., Providence College, 1995, *magna cum laude*

Bar Admissions

Minnesota

Massachusetts

Courts

U.S. Court of Appeals, 8th Circuit
Minnesota Supreme Court
U.S. District Court, District of Minnesota
U.S. District Court, District of Massachusetts

Publications & Press

New Obligations for Frontline Sector Employers through Minnesota’s Frontline Worker Pay Program

Littler ASAP

June 9, 2022

Breaking the Ice: Attorney Leads Online Employment Law Platform

Minnesota Lawyer

July 8, 2021

Stephanie Sarantopoulos Named Littler onDemand Program Director

Littler Press Release

June 11, 2021

The Mansfield Rule

Minnesota Women Lawyers

June 11, 2020

COVID-19 – A Retail Industry Focus

Littler Insight

March 19, 2020

Deck the Halls and Pack the Malls: 10 Issues for Seasonal Employee Hiring

Littler Insight

November 12, 2019

Minneapolis Follows the State’s Lead and Enacts its Own Wage Theft Ordinance

Littler Insight

August 12, 2019

Two New Minnesota Laws Impose Additional Employer Requirements Regarding Employee Social Security Numbers and Review of Personnel Records

Littler Insight

June 8, 2007

Wisconsin Department of Workforce Development, Equal Rights Division Increases Minimum Wage

Littler Insight

May 19, 2005

Speaking Engagements

Termination Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

July 25, 2024

Discipline Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

March 20, 2024

New Year, New Us! Resolutions for You and Your Organization

January 25, 2024

Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

December 14, 2023

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

Hiring Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

September 21, 2023

Personnel Management Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

June 22, 2023

Workplace Violence Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

February 28, 2023

Conducting Effective Investigations and Climate Assessments in the Evolving Workplace

Twin Cities Society for Human Resource Management – 2023 Legal Summit, Minneapolis, MN

February 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

Drug Testing Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Client Webinar

October 18, 2022

Wage & Hour Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Client Webinar

July 28, 2022

Leaves of Absence Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Client Webinar

April 20, 2022

Moving Diversity, Equity and Inclusion Programs Forward - Part 2: A DE&I Training Session - Fostering a Diverse, Inclusive and Respectful Culture

Minneapolis, MN

June 17, 2021

Moving Diversity, Equity and Inclusion Programs Forward - Part 1

April 27, 2021

Minnesota Employment Law Update: Lessons from 2020 and What You Need To Know Going Into 2021

2021 TCSHRM Legal Summit

February 4, 2021

Getting MN Back to Work - Maintaining a Safe Place to Work and Visit

June 17, 2020

"Stop the Madness! Effective Ways to Protect Your Organization Against FMLA Abuse and Navigate Related Statutes Along the Way"

MRA Federal and Minnesota Employment Law Update, Minnetonka, MN

March 12, 2020

Managing Minefields: Navigating Employment Laws and Management Challenges

TCSHRM February Legal Summit, Minneapolis, MN

February 13, 2020

Agency Perspectives: Understanding & Complying With the New Minnesota and Minneapolis Wage Theft Act

2019 Midwest Employer Conference, Minneapolis, MN

October 3, 2019

Workplace Investigations: A Multidisciplinary Approach to Facing New Challenges, Refining Your Techniques and Managing Evidence

2018 Midwest Employer Conference, Minneapolis, MN

November 8, 2018

You've Been Served: How to Prepare for, Respond to, and (with any luck) Avoid Being Sued

Minnesota State SHRM Conference, St. Cloud, MN

October 15, 2018

Don't Get Wrecked by the Reckoning: How to Respond to Harassment in the Age of #MeToo

Minneapolis, MN

April 19, 2018

You've Been Served: How to Prepare for, Respond to, and (with any luck) Avoid Being Sued

2017 Midwest Employer Conference, Minneapolis, MN

October 26, 2017

Religious Accommodation: Withdrawal Liability Basics and Development

Minnesota State SHRM Conference, Deluth, MN

October 9, 2017

Advocating for Yourself and Others: What Role Does Gender Play?

Women's Leadership Initiative, Minneapolis, MN

April 16, 2017

Current Trends in Workplace Religious Accommodation

2016 Midwest Employer Conference, Minneapolis, MN

October 4, 2016

Ironclad Investigation Tactics

Littler Mendelson, Minneapolis, MN

October 11, 2012

2012 Midwest Employer Conference

Minneapolis, MN

October 11, 2012

Kate Wilson and Stephanie Sarantopoulos to Present at Management Seminar hosted by Hospitality Minnesota

St. Paul, MN

April 19, 2007