



Abigail L. Giarrusso

Of Counsel

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Practice Areas

Handbooks and Policies
Audit Services
Discrimination and Harassment
Leave and Accommodation
HR Advice and Counsel

Overview

Abigail L. Giarrusso partners with clients to help them remain compliant with ever-changing employment laws and implement litigation avoidance strategies. Abigail is a core member of Littler's Handbooks and Policies Practice Group.

Abigail routinely prepares and reviews multistate employee handbooks, policies, offer letters, and onboarding and offboarding documents. She audits hiring, onboarding, leaves of absence, paid sick and safe time, accommodations, performance management, remote/hybrid work, offboarding, and fair employment practices at the federal, state, and local levels, and regularly provides legal advice to employers regarding these topics. Abigail's practice covers a broad range of industries, including retail, financial services, hospitality, manufacturing, and healthcare.

Abigail has defended employers against discrimination, harassment, retaliation, failure to accommodate, wage and hour, and class and collective claims in federal and state court. Abigail's litigation work includes representing employers in administrative proceedings before the Equal Employment Opportunity Commission and state and local administrative bodies.

Prior to joining Littler, Abigail practiced with a Rochester-based litigation firm, where she represented businesses, universities, and healthcare organizations. She defended clients against claims related to employment law, higher education law, commercial law, insurance law, and medical malpractice. She also counseled clients on litigation prevention.

Selected Matters

- Partnering with multinational and multistate employers to prepare U.S. compliant handbooks and policies

- Auditing a large, multistate retail employer's hiring, accommodations, leaves of absence, and performance management practices
- Reviewing and updating 50-state U.S. handbooks with multiple business unit addenda for compliance with applicable laws and regulations
- Providing compliance advice related to managing a large, multistate remote workforce and entering new geographic markets

Professional and Community Affiliations

- Member, Greater Rochester Association for Women Attorneys, 2014-present
- Member, Monroe County Bar Association, 2014-present

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Recipient, *Western District of New York Pro Bono Award*, 2018
- Named, Rising Star, *Super Lawyers*, 2016
- Order of the Coif
- Recipient, *George Washington Law School Pro Bono Recognition Award*

Education

J.D., George Washington University Law School, 2013, *Highest Honors*

B.A., Vassar College, 2009, *General and Department Honors*

Bar Admissions

New York

Courts

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

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

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Events & Speaking Engagements

Working Here, Working There, Working Everywhere: Post-Pandemic Work Challenges and Employment Policies

Rochester, NY

June 1, 2023

2022 New York Employment Law Update - Union Organizing

Fairport, NY

November 8, 2022

A Primer for Effective Pro Bono Representation in Section 1983 Civil Rights Litigation

Western District of New York, Pro Bono Counsel Training

October 21, 2020

Everything Changes in a New York Minute

April 30, 2020

Social Media and the Workplace: The Blurred Line Between Personal and Professional

Salvation Army of Greater Rochester Rochester, NY

April 28, 2017