

Shiara Diloné-Fernández

Capital Member

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Practice Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Workers' Compensation
HR Advice and Counsel
Leave and 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

- Named, The Best Lawyers in Puerto Rico™, 2024-2025
- 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

Languages

Spanish

English

Courts

U.S. Court of Appeals, 1st Circuit

Supreme Court of Puerto Rico

U.S. District Court, District of Puerto Rico

Publications & Press

Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions

Press Release

November 14, 2024

Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain

Press Release

November 16, 2023

Littler Global Guide - Puerto Rico - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

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

Littler ASAP

July 27, 2022

Littler Global Guide - Puerto Rico - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Puerto Rico Governor Signs New Civil Code

Littler ASAP

June 2, 2020

Governor of Puerto Rico Extends Curfew and Relaxes Lockdown

Littler ASAP

May 2, 2020

Littler Global Guide - Puerto Rico - Q1 2020

Littler 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

Littler ASAP

March 30, 2020

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

Littler ASAP

March 20, 2020

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

Littler ASAP

March 18, 2020

Puerto Rico Approves Major Reform of its Employment Laws

Littler 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

Littler ASAP

February 3, 2016

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

Littler ASAP

January 12, 2016

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

Littler ASAP

October 1, 2014

Littler Expands to Puerto Rico

Press Release

December 9, 2013

Events & Speaking Engagements

Advancing Workplace Equality & Safety

March 27, 2025

2024 Puerto Rico Regional Employer Conference

San Juan

November 15, 2024

2023 Puerto Rico Employer Conference

San Juan

April 27, 2023

2021 Puerto Rico Virtual Regional Employer Conference

San Juan

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

April 12, 2019

2018 Littler Puerto Rico Conference

San Juan

April 19, 2018

2017 Littler Global Puerto Rico Conference

San Juan

April 7, 2017

Puerto Rico Labor Reform 2017: What You Need to Know

San Juan

February 16, 2017

Second Annual Puerto Rico Conference

San Juan

August 18, 2016

Littler Global Puerto Rico Conference

San Juan

August 20, 2015