

Sharon Cohen

Partner

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Areas of Focus

Labor + Employment | Employment Counseling and Training | Internal Investigations | Employment Litigation, Arbitration and Mediation | Non-Competes, other Restrictive Covenants, Trade Secrets and Raiding

"When complex legal issues arise, clients need practical guidance informed by their unique business and culture. I can jump into a problem quickly to recommend concrete action items and cost-effective solutions that prevent issues from escalating and is tailored to how the company operates."

Overview

Sharon Cohen's proactive counsel equips employers to address challenges throughout the employment life cycle. Clients value Sharon's ability to navigate high-stakes issues swiftly. Drawing on industry best practices and her early career litigation experience, she delivers solutions to help clients limit their legal risk, protect their public image and maintain employee morale.

Sharon regularly advises in-house counsel, human resources and senior leadership teams on day-to-day employment issues including workplace investigations, wage and hour compliance, family and medical leaves, disability accommodations, terminations and complex employment agreements.

She has extensive experience conducting internal investigations of highly sensitive discrimination and harassment allegations and often advises on the rapidly evolving area of pay transparency and family and medical leave and sick leave laws. She also conducts anti-harassment and diversity, equity and inclusion trainings focused on spotting unconscious bias and avoiding costly mistakes that could result in discrimination and retaliation claims.

With her litigation background, Sharon lends perspective on how a judge or mediator might assess a claim, helps resolve matters quickly and provides practical recommendations to mitigate risk. Clients rely on her deep understanding of nationwide employment laws and industry trends as she provides targeted, proactive advice and cost-effective solutions to keep sensitive personnel matters from escalating.

Representative Experience

- Achieved complete victory for a publicly traded, multinational provider of automated material handling solutions and software in a U.S. Court of Appeals for the Second Circuit ruling affirming dismissal of case involving FLSA, Title VII, ADEA, and Section 1983 claims.
- Represented a global advertising agency in a hotly contested case brought by a C-Suite executive alleging sexual harassment and retaliation and reached an amicable settlement during discovery.
- Obtained numerous dismissals of wrongful termination, sexual harassment and retaliation charges and claims for a national food retail company in proceedings before state administrative agencies.
- Provided training seminars to human resources and benefits professionals at a global marketing and communications holding company regarding rapidly changing sick and family leave laws. The seminars addressed payroll and notice compliance requirements, and how the changes affect paid time off and salary continuation policies.
- Conducted an internal investigation for a nationwide technology client involving highly sensitive allegations of racism.
- Conducted internal investigations for a major broadcasting company involving high-profile and highly sensitive allegations of sexual harassment.
- Conducted an internal investigation for nationwide client involving highly sensitive allegations of racist/sexist conduct by senior executives.
- Conducted an internal investigation for a leading entertainment company involving sensitive sexual harassment claims.

Insights + Events

Press Mention

PRWeek | Is Reproductive Loss Leave Offered at Your Agency?
November 9, 2023

Alert

Illinois Paid Leave Law and Amendments to California Paid Sick Leave Law Take Effect January 1, 2024
November 1, 2023

Emerging Issues, Event, New Workforce Models Come With New Risks

New York County Lawyers Association | Pay Equity and Pay Transparency in New York and Beyond
May 23, 2023

Alert

New York State Expands Lactation Accommodations for Employees
May 22, 2023

Alert

NLRB Finds Confidentiality and Non-Disparagement Clauses in Severance Agreement Unlawful
February 27, 2023

Event

NYC SHRM | Legal Considerations Around Supporting Working Parents Through the Great Re-think of COVID and Beyond
January 25, 2023

Press Mention

PRWeek | What New Pay Transparency Laws Mean for PR Agencies
October 31, 2022

Event

Association of Legal Administrators New York Chapter 17th Educational Symposium | Pay Transparency and Other New York Employment Updates
October 14, 2022

Alert

New York City and California Pay Transparency Laws: What Employers Need to Know
October 6, 2022

Event

Davis+Gilbert Hybrid Seminar | Restrictive Covenants and Non-Disclosure Agreements: Recent Legal Developments and Best Practices
March 30, 2022

Press Mention

Law.com | Labor of Law: Employers Expand Paid Sick Leave to Try to Retain Workers
February 25, 2022

Press Mention

Law.com | 'Rippling Effect' of Pay-Transparency Laws to Test Legal Departments
February 15, 2022

Event

New York State Bar Association | Workplace Investigations
January 28, 2022

Alert

California Expands Restrictions on Employers' Use of Non-Disclosure Provisions
December 13, 2021

Building Connections: Diversity, Equity and Inclusion, Event

NYSBA Intellectual Property Law Section Fall Meeting | Driving Opportunities and Change for Diversity and Inclusion in Your Practice and in the Profession
December 8, 2021

Event

New York City SHRM Legislative and Legal Conference
October 28, 2021

Building Connections: Diversity, Equity and Inclusion, Event, New Workforce Models Come With New Risks

Davis+Gilbert Counsel 2U® Labor + Employment Webinar | Remote Employees, COVID Vaccines and Diversity, Equity & Inclusion: Recent Legal Developments and Best Practices
February 3, 2021

FAQ

California Employers' Deadline to Submit Pay Data Is Fast Approaching
January 25, 2021

FAQ

US DOL Releases Regulations Clarifying Employer FFCRA Obligations
October 14, 2020

Alert

New York State Permanent Sick Leave Law Takes Effect on September 30, 2020
September 23, 2020

Credentials

Education

University of Pennsylvania Law School (J.D., 2012)

- Executive Editor, *University of Pennsylvania Journal of Constitutional Law*

Brandeis University (B.A., *magna cum laude*, Phi Beta Kappa, 2009)

Clerkship

The Honorable Neal Hendel, Supreme Court of Israel

Distinctions

- *Chambers USA: America's Leading Lawyers for Business*® "Recognized Practitioner" 2021-2023, New York Labor & Employment
- *The Legal 500 United States*® 2021, Labor and Employment: Workplace and Employment Counseling

Bar Admissions

New York

New Jersey

Court Admissions

U.S. District Court Southern District of New York

U.S. District Court Eastern District of New York

U.S. District Court District of New Jersey

Associations

Member, Davis+Gilbert Women's Forum Committee

Member, New York City Bar Association

Member, New York State Bar Association