

Anna helps clients navigate both complex labor and employment issues as well as privacy and data security concerns by taking a holistic approach and exploring all sides of an issue. Her patient, engaged, and reassuring manner puts clients at ease when faced with challenges.

Labor and Employment

She represents employers in all aspects of labor and employment law including the development of employee policies, union relations, wage and hour issues, discipline and termination decisions, discrimination and harassment claims, and employment contract disputes. Anna has a keen eye for detail, which benefits her clients when she drafts litigation papers or conducts discovery for clients who face employment-related lawsuits and administrative proceedings. Anna also assists with the development of clients' affirmative action programs and in ensuring compliance with employment-related federal and state regulations.

Privacy and Data Security

Anna counsels clients from many industries on best practices for maintaining compliance with federal and state cybersecurity regulations, including breach preparation, privacy notices and practices, and the security of information systems. She provides key support to the HSE "breach coach" team, leading the team's analysis of state-law reporting duties. She also counsels clients on privacy and data security concerns in relation to complex corporate transactions.

Professional and Civic Affiliations

- Member, Bar Association of Erie County (BAEC)
- Board Member and Employment Law Committee Co-Chair, Women's Bar Association of the State of New York (WBASNY), Western New York Chapter
- Board Member, National Federation for Just Communities of Western New York

Honors and Awards

- Recipient, "Up and Coming Attorneys" Award, *The Daily Record*, 2019
- Selected to the Upstate New York Super Lawyers Rising Stars list, 2018 - 2019
- University at Buffalo School of Law
 - "Top 8 Finalist," The Frederick Douglass 2015 National Civil Rights Moot Court Competition
 - Recipient, Center for Computer-Assisted Legal Instruction Award for Academic Excellence in the following classes: Family Law, 2014; Healthy Homes Legal Practicum, 2014; Public International Law, 2013
 - Semifinalist, Desmond Moot Court Competition 2013



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Admissions

New York
U.S. District Court for the Western
District of New York

Education

University at Buffalo School of Law,
J.D., *cum laude*
Wellesley College, B.A.

- Recipient, Buffalo Human Rights Center Summer Fellowship, 2013
- Executive Publications Editor, *Buffalo Human Rights Law Review*

Publications

- Contributor, Labor and Employment and Privacy and Data Security blogs, Harter Secrest & Emery
- Co-Author, "Civil Appeals in New York: Oral Argument, Disposition, and Motions for Reargument in the Fourth Department," *Thompson Reuters Practical Law*, April 4, 2016

Presentations

- Co-presenter, "When Good Employees Post Bad Comments: Social Media in the Workplace in 2019," Harter Secrest & Emery's Labor and Employment Law Conference, April 30, 2019
- Co-presenter, "Implicit Bias Awareness, Diversity, and Inclusion in the Legal Profession" CLE, Harter Secrest & Emery, April 29, 2019
- Co-presenter, "When Good Employees Post Bad Comments: Social Media in the Workplace in 2019," Genesee Valley Chapter of SHRM and the National Human Resource Association-Rochester Affiliate 2019 Legal Update, February 13, 2019
- Co-presenter, "Implicit Bias, Diversity and Inclusion in the Legal Profession," Niagara University Partnerships for Race and Equality Conference, June 15, 2018
- Co-presenter, "Employment Litigation War Stories and How to Avoid Them," Harter Secrest & Emery's Labor and Employment Law Conference, April 26, 2018
- Co-presenter, "Risks Associated with Criminal Conviction Records in Employment" webinar, August 15, 2017
- Co-presenter, "Cybersecurity and Your Business," Eyes on the Future Radio Show-Greater Rochester Enterprise, August 12, 2017
- Co-presenter, "Employee Handbooks Should be Living Documents, Not Cookie Cutter," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017
- Presenter, "Summary of Employment Laws (ADA, ADEA, WARN, OWBPA, FMLA, Uniformed Services Employment and Reemployment Rights Act, Pregnancy Discrimination and Title VII)" and "NLRB Obligations and Compliance," National Business Institute, November 16, 2016
- Co-presenter, "Equal Employment Opportunities and Affirmative Action in Higher Education," Harter Secrest & Emery Higher Education Institute, August 2, 2016
- Presenter, "Shifting Standards for Joint Employment Liability" and "Tips and Strategies for Effective Communications with Administrative Agencies," Harter Secrest & Emery's Labor and Employment Law Conference, June 21, 2016

