WHITEFORD



Lisa M. Brauner

PARTNER

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BIOGRAPHY

Ms. Brauner focuses her practice on labor and employment law. She advises nonprofit organizations, for-profit businesses and social enterprises on all aspects of the employment relationship, including avoidance of litigation, wage/hour compliance, preventing unlawful discrimination, harassment, and retaliation, reductions-in-force, lawful hiring and terminations, reasonable accommodation issues, and compliance with federal, state and local laws and regulations. She has significant experience preparing employment, severance, confidentiality, non-compete and non-solicitation agreements, as well as employee handbooks and policies. Ms. Brauner has experience with counseling on employment law aspects of mergers and acquisitions, and on preparation of employment agreements for inbound executives.

Ms. Brauner also conducts human resources compliance audits on issues such as worker classification (exempt/nonexempt employees and independent contractors/employees). She assists employers in developing and implementing systems and procedures to ensure compliance with federal, state and local laws. In addition, she conducts manager and employee training on workplace issues such as preventing

PRACTICES & INDUSTRIES

Education

Higher Education

Labor and Employment Litigation

Labor & Employment

Associations, Nonprofits and Political Organizations

EDUCATION

Brooklyn Law School, J.D.

Tufts University, B.A., cum laude

ADMISSIONS

New Jersey

New York

U.S. District Court: District of New Jersey

U.S. District Court: Eastern District of New York

U.S. District Court: Southern District of New York

discrimination and harassment. She also conducts investigations of complaints of unlawful discrimination, harassment, and retaliation.

Ms. Brauner has extensive experience defending employers in court, including successfully first-chairing both jury and bench trials. In addition, she responds to charges of discrimination before the EEOC and other government agencies, and inquiries from the Department of Labor.

RECOGNITIONS

- *The Best Lawyers in America,®* Employment Law – Management (2019-2027)
- "New York Metro Super Lawyers," Employment & Labor (2014-Present)
- *HRE Magazine*, "The Nation's Most Powerful Employment Attorneys" as one of 40 "Up and Comers In Employment Law," (2014)
- *SmartCEO Magazine*, Finalist for Industry Leader (2014)
- Brooklyn Law School American Jurisprudence Awards: Constitutional Law Litigation, Professional Ethics, Trial Advocacy
- *New York Super Lawyers®*, Employment & Labor, Employer (2014–Present)
- Recognized by *Lawdragon* as one of the 40 Up and Comers in Employment Law (2014)

MEMBERSHIPS & ACTIVITIES

- Co-Chair of Whiteford's Women's Initiative Network
- Member: New York State Bar Association, Labor and Employment Law Section
- Member: New York City Bar Association, Education & the Law Committee
- Founder: Brooklyn Law School Alumni/Student Mentor Program
- Founder: NY Tufts Professional Women's Networking Group
- Member: Tufts University Alumni Council
- Obtained defense jury verdict for employer in race discrimination lawsuit.

- Successfully defended higher education institution in sex harassment and retaliatory discharge lawsuit.
- Successfully defended not-for-profit services provider in race, national origin discrimination, and retaliation lawsuit.
- Handled nationwide reduction-in-force of global media company.
- Successfully defended multi-plaintiff race discrimination action.
- Successfully represented real estate management company in precedent-setting case relating to arbitration of employment claims.
- Handled worker reclassification of global media and trend-reporting company.

INSIGHTS

Presenter: "Workforce Legal Updates: 2026 in Review," Webinar, People Strategy Collective (September 2026)

Author: "The Case to Call Employment Lawyers Early: Savings in the Long Run," *SHRM* (July 2026)

Quoted: "Stop Off-the-Clock Liability," *SHRM* (May 2026)

Quoted: "Is AI Quietly Undermining Your Overtime Exemptions?" *SHRM HR Quarterly* (Spring 2026)

Presenter: "How New York Nonprofits Can Avoid Costly Legal Mistakes in 2026," Webinar, New York State Society of CPA's, Not-for-Profit Section (April 2026)

Author: "EEOC Reset: What a New Majority and Shifting Priorities Mean for Employers" *HR Daily Advisor* (November 2025)

Co-Facilitator: "Distressed Employees in Higher Education," NACUA's 2025 Fall CLE: Employment Law (November 2025)

Presenter: "Board Dynamics in Motion: From Recruiting to Risk-Ready Leadership," Nonprofit NY's Annual Conference, New York, NY (November 2025)

Presenter: "Prospective Outlook on Federal Construction, Employment & Labor Law, Federal Grants, and Strategic Alliance," Federal Bar Association 2025 Government Contracting Section Leadership Showcase (October 2025)

Presenter: "What NY Nonprofits Need to Know about Employment Laws in 2025 to Avoid Costly Lawsuits," Nonprofit Staten Island (October 2025)

Presenter: "Employment Law Developments in 2025 for NY Nonprofits: How to Stay Legally Compliant," Nonprofit Staten Island (September 2025)

Presenter: "5 Employment Law 'Hot Topics' for NY Tour Boat Operators," New York State Tour Boat Operators Association (April 2025)

Presenter: "HR Legal Issues Affecting Nonprofit Organizations," Austin W. Marxe School of Public and International Affairs at Baruch College (April 2024)

Presenter: "Speech in the Workplace for Nonprofit Employees in an Election Year," NYC Bar Association's Not-for-Profit Law Institute (March 2024)

Presenter: "Hot Employment Law Topics for New York Hospitality Employers," HFTP NYC Chapter Meeting (October 2023)

Co-Author: "New York State May Be On the Verge of Banning Non-Compete Agreements in Some Form," (July 2023)

Author: "Legal Risks Grow for Employers as NYC Bans Discrimination Based on Weight and Height," (July 2023)

Co-Author: "UPDATE: New York State Amends Its Pay Transparency Law," (March 2023)

Presenter: HUB International's Nonprofit Executives' Forum (March 2023)

Co-Author: "Website Compliance with the ADA: What's New?" (March 2023)

Co-Author: "Attention New York Employers: It's Time to Update Your Employee Handbooks Again," (February 2023)

Co-Author: "New York State's Pay Transparency Law Takes Effect September 17, 2023," (January 2023)

Author: "UPDATE: New York City Delays Enforcement of Law Restricting Employer Use of Automated Employment Tools to April 15, 2023," (December 2022)

Author: "NYC Employers Take Note: November 4th Public Hearing Set for Rules on NYC Law Restricting Automated Employment Tools," (November 2022)

Co-Author: "NYC Salary Disclosure Law Takes Effect November 1st," (October 2022)

Presenter: “Recruit to Retain: Know Who to Hire and Minimize Costly Legal Mistakes,” Nonprofit New York (September 2022)

Author: "NY Employers Who Conduct Electronic Monitoring of Employees Must Provide Written Notice to New Hires Starting May 7" (May 2022)

Author: "The Impact on Employers of the “Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act” (March 2022)

Author: "Sexual Harassment Prevention Hotline and Other Employee Protections Take Hold in New York State" (March 2022)

Co-Author: "May Day! Salaries for All To See in NYC Starting in May," *New York Law Journal* (March 2022)

Author: "Federal Covid-19 Updates: OSHA Withdraws Vaccination-or-Testing Requirement After Supreme Court Defeat, CMS Vaccine Mandate Stands, and Federal Contractor Mandate Halted" (March 2022)

Author: "Update on New York State HERO Act: Mask Mandate Lifted and New Model Template Issued for Airborne Infectious Disease Prevention Control" (February 2022)

Author: "UPDATE: Will the Supreme Court Uphold OSHA’s Vaccination or Testing Requirement for Large Employers and Vaccine Mandate for Certain Health Care Providers?" (January 2022)

Co-Author: "Several New Covid-19 Vaccine and Mask Mandates for NYC Employers, Schools, Public Spaces and More" (December 2021)

Co-Author: "New York State HERO Act: November Updates" (November 2021)

Author: "Will OSHA's Mandatory Vaccination/Weekly Testing Rule for Large Employers Survive Court Challenges?" (November 2021)

Co-Author: "EEOC Clarifies Religious Exemptions to Covid-19 Vaccine Mandates" (October 2021)

Co-Author: "Update on NY HERO Act: Covered Employers Must Activate Plans Now" (September 2021)

Co-Author: "NY HERO Act: Employers Need to Act by August 5th" (August 2021)

Co-Author: "Website Compliance with the ADA: Gil v. Winn-Dixie Stores and a Web of Confusion for Businesses and Nonprofits" (May 2021)

Author: "Re-Opening After Covid-19: What Nonprofits Need to Know about Reasonable Accommodation of Employees with Disabilities," *Blue Avocado* magazine (March 2021)