



Shaina E. Hicks

Associate

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Shaina represents employers and management across various industries in the full scope of labor and employment matters. Shaina's practice includes all areas of employment-related litigation, such as discrimination, harassment, retaliation, breach of contract, employee benefit disputes, and employment-based torts. She also represents employers in private and public sector labor matters, such as labor negotiations and arbitrations. In addition, Shaina's practice focuses on the completion of diversity & inclusion gap assessments and partnering with employers of all sizes, including Fortune 50 companies, on the design and implementation of D&I programs and conducts workplace investigations in connection with complaints of harassment, discrimination and retaliation, and wage and hour audits. Shaina also has experience providing management and workforce training covering discrimination, harassment, retaliation, ADA compliance, D&I, conducting effective investigations, and managing leave under the Family and Medical Leave Act (FMLA) and other leave laws.

Shaina earned her bachelor's degree, *cum laude*, from Rutgers University. Shaina earned her law degree, *cum laude*, from Drexel University, Thomas R. Kline School of Law. While in law school, she was the associate editor of the *Drexel Law Review*, teaching fellow in the Marshall Brennan Constitutional Literacy Project and a teaching assistant in Constitutional Law and Trial Advocacy courses.

Practice Areas

- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes

Education

- Drexel University Thomas R. Kline School of Law, J.D., *cum laude*, 2016
- Rutgers University, New Brunswick, B.A., *cum laude*, 2013

Bar Admissions

- New Jersey
- Pennsylvania

Court Admissions

- U.S. District Court -- Eastern District of Pennsylvania
- U.S. District Court -- New Jersey

Affiliations

Philadelphia Diversity Law Group Alumni Association, Member of the Board of Directors

Lutheran Settlement House, Board Observer selected through and by the Philadelphia Bar Association

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