



Azniv Darbinian

PARTNER

San Francisco

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RELATED SERVICES

- Employment

OFFICES

- San Francisco
- Walnut Creek
- Sacramento
- Silicon Valley

OVERVIEW

Azniv Darbinian is a partner in the San Francisco, Sacramento, and Walnut Creek offices of GRSM and is a member of the Employment Law practice group. She has extensive experience representing and defending private and public organizations in all aspects of labor and employment law, including charges of discrimination, harassment, hostile work environment, retaliation, wrongful termination, disability accommodation, wage and hour violation claims and other employment related matters.

Azniv's practice also includes employment counseling, training, workplace investigations and the development of personnel policies and practices. She routinely represents and advises employers across a wide range of industries, including hotels and restaurants, retailers, property owners and managers, manufacturers, biotech pharmaceutical companies, software companies and start-up entities.

In addition to defending employers in state and federal court, Azniv also represents organizations in

charges before administrative agencies, such as the Civil Rights Department, Equal Employment Opportunity Commission, Division of Labor Standards Enforcement, Public Employment Relations Board, National Labor Relations Board and other agencies.

REPRESENTATIVE EXPERIENCE

Examples of Azniv's experience include:

- Spearheaded over 1,000 personnel issues for a 4,000-employee public entity, fielding all day-to-day legal advice countywide on labor and employment related matters.
- Successfully litigated, arbitrated, mediated or resolved countless complex discrimination, harassment, retaliation, failure to accommodate, FMLA/CFRA leave and wrongful termination claims.
- Successfully defended employers before numerous administrative agencies, including the Civil Rights Department, Equal Employment Opportunity Commission, Division of Labor Standards Enforcement, Public Employment Relations Board, National Labor Relations Board and other administrative agencies.
- Authored a full range of personnel policies, including EEO Policy, Alcohol and Drug Free Workplace Policy, Background and Reference Check Policy, Workplace Violence Prevention Policy, Sick Leave Policy and Family and Medical Leave Policy.
- Created and conducted trainings on all aspects of employment law, including labor relations, supervisory skills, harassment prevention, discrimination, violence in the workplace, prevention, retaliation, wrongful termination, ADA accommodations, and various other aspects of employment law.

CREDENTIALS

Admissions

- California
- Oregon
- U.S. District Court, Eastern, Central and Northern Districts of California
- U.S. District Court, District of Oregon

Education

- J.D., Northwestern School of Law of Lewis and Clark College
- B.A., *Honors*, Sociology and History, University of California, Santa Cruz