



(She/Her)

Principal, Hartford

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## Practices

- Advice and Counsel
- Affirmative Action, OFCCP and Government Contract Compliance
- Background Checks
- Construction
- Corporate Diversity Counseling
- Corporate Governance and Internal Investigations
- Disability, Leave and Health Management
- Environmental, Social and Governance (ESG)
- Financial Services
- Government Contractors
- Healthcare
- Higher Education
- Hospitality
- Insurance
- Life Sciences
- Litigation
- Manufacturing
- Restaurants
- Retail
- Pay Equity
- Workplace Training
- Education: K-12

## Education

- Quinnipiac University School of Law, J.D. 2001
- University of New Haven, B.S. 1998
- Cornell University School of Industrial and Labor Relations, Executive Certificate 2020

## Admitted to Practice

Tanya A. Bovée is a principal in the Hartford, Connecticut, office of Jackson Lewis P.C. Tanya represents employers in a wide range of issues related to employment law, bringing a practical approach that is focused on achieving clients' goals and based on over 20 years of employment law experience.

Tanya advises employers in a wide range of industries, including life sciences, retail, automotive, manufacturing, and hospitality, on navigating myriad complex employment laws, including multi-state compliance, internal complaints, leaves, performance management, and terminations. She partners with companies around the country to develop diversity, equity and inclusion strategies. Tanya has a diversity and inclusion certificate from Cornell University and conducts customized diversity, inclusion, and bias workplace education sessions and has presented hundreds of in-house training sessions for executives, management, and employees regarding equal employment opportunity, harassment, discrimination, and retaliation.

Tanya's practice also includes working with employers to comply with their affirmative action obligations, oversee the preparation of affirmative action plans, and defend compliance reviews. She also defends employers in federal and state courts and administrative agencies.

Tanya has been a board member for the Connecticut Asian Pacific American Bar Association for over 20 years and is a past president and current co-president. She regularly speaks about advancing diversity in the legal profession.

## Honors and Recognitions

- *New England Legal Awards*, "Distinguished Leader" (2024)
- *Lawyers Collaborative for Diversity*, "Edwin Archer Randolph Diversity Award" (2024)
- *Thomson Reuters*, "Stand-Out Lawyer" (2024)
- *Quinnipiac University School of Law*, "Diversity, Equity and Inclusion (DEI) Award" (2023)
- *The Best Lawyers in America*®, "Employment Law – Management" (2017-present) and "Litigation – Labor and Employment" (2016-present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Employment Law - Management" (2022, 2024)
- *Connecticut Bar Association*, "Ladder Award" (2016)
- *Connecticut Law Tribune*, "New Leaders in the Law" (2012)
- *Connecticut Law Tribune*, one of the "Dozen who Made a Difference"
- *Connecticut Super Lawyers*® "Rising Stars" (2008-2012) and "Super Lawyers" (2013-present)
- Eastern Region Lawyers of Color, inaugural "Hot List" award (2013)

- 2nd Circuit Court of Appeals 2009
- Connecticut - D. Conn. 2002
- Connecticut 2001
- New York 2005
- [Legal 500 USA](#), “Recommended Attorney” (2021)
- National Asian Pacific American Bar Association, Best Lawyers under 40 (2009)
- National Diversity Council, Multicultural Leader
- [Super Lawyers@, Top 25: Women Connecticut](#) (2014, 2015, 2017, 2021-2023)
- [Super Lawyers@, Top 50: Connecticut](#) (2014)
- [Super Lawyers@, Top 50: Women New England](#) (2014)

### Published Works

- “Diversity, Equity and Inclusion Strategic Planning,” Independent Community Bankers of America (October 2021) (presenter)

### Speeches

- “Diversity, Equity and Inclusion Strategic Planning,” Independent Community Bankers of America (October 2021) (presenter)