



Principal, Boston

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Practices

- National Compliance and Multi-State Solutions
- Alternative Dispute Resolution
- Corporate Diversity Counseling
- Corporate Governance and Investigations
- Environmental, Social and Governance (ESG)
- Financial Services
- Government Contractors
- Healthcare
- Higher Education
- Hotels
- Workplace Training
- Life Sciences
- Construction
- Real Estate

Education

- Boston College Law School, J.D. 1996
- Tufts University, B.A. 1992
- Cornell University, Certificate in Diversity and Inclusion 2020

Admitted to Practice

- Massachusetts - D. Mass. 1997
- Massachusetts 1996

Samia M. Kirmani is a principal in the Boston, Massachusetts, office of Jackson Lewis P.C. She serves on the firm's Board of Directors, is a co-leader of the firm's Corporate Diversity Counseling practice groups, and is a co-leader of Jackson Lewis' Women's Interest Network (WIN) resource group. Samia's practice is an effective combination of skill and advocacy in employment counseling, investigations, training, and DEI policy development and programming, as she partners with employers to build and maintain inclusive and sustainable workplaces for all.

Samia advises employers in a range of industries, including biotechnology, life sciences, retail, manufacturing, and hospitality, on navigating myriad complex employment laws, including multi-state compliance, internal complaints, and employment actions. As co-leader of the Corporate Diversity practice group and a member of the firm's SCOTUS Affirmative Action Decision Taskforce, Samia provides on-going legal support and counsel and partners with clients around the country to advise on and develop diversity, equity and inclusion strategies. Samia has a diversity and inclusion certificate from Cornell University and conducts customized diversity, inclusion, and bias workplace education sessions.

Samia's passion for educating employers and their employees has resulted in the creation and presentation of hundreds of hours of interactive and engaging training programs for boards, executive leadership teams, managers, employees, individuals, in-house counsel, and human resource professionals. Her experience in training runs the full gamut of workplace topics from discrimination and harassment prevention and conducting workplace investigations to all forms of diversity, equity and inclusion issues including unconscious bias, micro-aggressions, creating inclusive cultures and behaviors, employee engagement and developing, leveraging and implementing diversity and inclusion initiatives. She approaches her work as a partnership with leadership and is cognizant of the importance of engaging all stakeholders in the benefits of training and education. She trains in-person and virtually and effectively combines legal acumen, passion, and humor to deliver her programs.

As a member of the firm's Corporate Governance and Internal Investigations practice group, Samia conducts and advises clients with respect to investigations, including those involving leadership, boards, managers, employees, and third parties. Samia also leads the firm's internal resource on drafting and implementing national arbitration agreements.

Samia is a frequent speaker, commentator, and author for various audiences and publications on workplace law topics, such as harassment, investigations, diversity, equity, and inclusion, discrimination, pay equity, arbitration agreements and class action waivers, and related matters.

Prior to joining Jackson Lewis, Samia served as in-house counsel at a technology company, focusing on employment and dispute management. Before that, she practiced employment

law and litigation at a general practice firm and served as a law clerk to the Justices of the Massachusetts Superior Court.

While attending law school, she was a solicitations editor for the *Boston College International and Comparative Law Review*.

Honors and Recognitions

- *Boston Magazine*, “Top Lawyers” (2022)
- *The Best Lawyers in America*®, “Litigation – Labor and Employment” (2019-present)
- *Legal 500 USA*, “Recommended Attorney” (2020)
- *Massachusetts Super Lawyers*®, “Rising Stars” (2008-2010) and “Super Lawyers” (2011-present)

Published Works

- “ACC Quick Overview: What In-House Counsel Needs to Know About the New Federal Law Ending Arbitration of Sexual Assault and Sexual Harassment Claims in the United States,” *Association of Corporate Counsel* (May 26, 2022) [Co-Author]

Speeches

- “Diversity Equity and Inclusion: Conscious Bias, Unconscious Bias, Microaggressions and More,” Independent Community Bankers of America (October 2021) (presenter)