



→ Dimiana Saad

Associate

333 South Hope Street
Forty-Third Floor
Los Angeles, CA 90071

T: +1.213.617.5484

dsaad@sheppardmullin.com

Dimiana Saad is an associate in the Labor and Employment Practice Group in the firm's Los Angeles office.

Areas of Practice

Dimiana focuses her practice on representing and advising employers in a wide array of labor and employment subject areas including: sexual harassment, discrimination, hostile work environment, retaliation, wrongful termination, hiring and separation, performance management, employee handbooks and policies, and paid leave and sick time laws and policies. Shortly after completing her first year of practice, she obtained a complete defense verdict in favor of the firm's long-time client in the hospitality industry following a jury trial in Los Angeles Superior Court.

Dimiana has conducted high-profile investigations into alleged misconduct by senior executives in the healthcare industry. She also helps conduct anti-harassment, discrimination, and retaliation employee trainings on behalf of clients.

Dimiana is a champion for Diversity and Inclusion. She works in collaboration with firm leadership and the Diversity and Inclusion Attorney Network ("DIAN") to advance Sheppard Mullin's commitment to foster diversity and inclusion for its attorneys, its clients and the legal profession.

While attending law school, Dimiana Served as Administrative Vice Chair of the USC Gould Hale Moot Court Honors Program, President of the Womxn of Color Collective (WOCC)[1], Student Representative of the Anti-Racism Working Group and Founding Member of the Middle Eastern North African Law Student Association (MENALSA). Upon graduating from law school, Dimiana was one out of four students awarded the prestigious Order of Arête, awarded by the university to recognize graduating students who have made exceptional contributions to the community and university. This award represents the highest honor USC graduate students can receive upon completion of their degree.

[1] The "x" in Womxn of Color is used intentionally to embrace and include people who identify as women and are not cis women.

Honors

- 2024 Academy Fellow, National Employment Law Council, one of 30 Fellows chosen nationwide to attend the 2024 National Employment Law Council Academy. The NELC is a non-profit organization charged with enriching minority bar members who represent management in the field of labor and employment law. Held in conjunction with NELC's annual conference, the NELC Academy provides advanced skills training for

minority attorneys with less than five years of experience, exposes them to NELC's national network of experienced labor and employment attorneys, and fosters mentoring relationships.

- 2022 Recipient, Order of Arête, recognize graduating students who have made exceptional contributions to the community and university. This award represents the highest honor USC graduate students can receive upon completion of their degree.

Articles

Labor & Employment Law Blog Posts

- "Pregnant Employees More Protected Than Ever as the PWFA Goes into Effect and the EEOC Releases Resources, Guidance, and Proposed Regulations," August 31, 2023
- "California Labor Commissioner Issues FAQs Clarifying Pay Transparency Law," January 17, 2023

Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Litigation

Wage and Hour Class Actions

Wage and Hour Regulations

Workplace Violence

Wrongful Termination

Industries

Entertainment, Technology and Advertising

Financial Services

Food and Beverage

Healthcare

Hospitality

Insurance

Retail, Fashion & Beauty

Education

J.D., University of Southern California, 2022, *EDI Fellowship and Order of Arete*

B.A., University of Southern California, 2014

Admissions

California

U.S. District Court for the Central, Northern, Southern and Eastern Districts of California