



## → Lindsay C. Stone

### Partner

30 Rockefeller Plaza  
New York, NY 10112

T: +1.212.653.8184

F: +1.917.438.6134

lstone@sheppardmullin.com

Lindsay Colvin Stone is a partner in the Labor and Employment Practice Group in the firm's New York office.

### Areas of Practice

Lindsay is an employment defense litigator who represents management against a wide array of employment claims. She has particular expertise with high-stakes executive disputes and with sensitive and complex discrimination, retaliation, and pay equity litigations. Lindsay also has significant experience prosecuting and defending trade secret misappropriation and restrictive covenant breach claims, including large-scale employee raiding actions. She regularly represents clients nationwide in federal and state court, in arbitrations before FINRA, AAA, and JAMS, and in administrative proceedings before the EEOC and various state and city agencies. Lindsay's representative matters include single plaintiff, multi-plaintiff and class and collective actions.

In addition to her litigation practice, Lindsay counsels domestic and international clients on employment matters that affect their business, including employee discipline and termination, internal investigations, employment contracts, legal compliance, and policy creation. She is also a seasoned crisis and relationship management partner who provides a strategic and common-sense response to sources of reputational risk. Lindsay is experienced in understanding and meeting the unique needs of clients in a variety of industries, including financial services, media and entertainment, advertising, tech, healthcare, and sports.

Lindsay is actively involved in pro bono work at the firm, where she represents clients that include domestic violence victims, wrongfully convicted prisoners, and individuals seeking asylum. She also serves as a trusted pro bono employment advisor to non-profit organizations throughout New York City. In 2017, Lindsay was named Sheppard Mullin's Pro Bono Attorney of the Year.

### Honors

Champion of Justice Awardee for Exceptional Pro Bono Service, Brooklyn Bar Association's Volunteer Lawyers Project, 2018

### Articles

- Pregnant Workers Fairness Act Delivers New Obligations for Employers  
*New York Law Journal*, 11.03.2023
- New York Bill Would Limit Employers' Ability to Use Electronic Monitoring and Automated Decision Tools  
*Society for Human Resource Management*, 09.26.2023

- To Litigate or Arbitrate? Analyzing the Pros and Cons of Arbitration Agreements With Class Action Waivers in the Employment Context  
*New York Law Journal*, 02.24.2023
- Ghosts in the Machine: What New York Employers Need To Know Before Conducting Technology-Assisted Hiring  
*New York Law Journal*, 12.13.2022
- Going Clear: Ensuring Compliance With Pay Transparency Laws Sweeping the Empire State  
*New York Law Journal*, 11.07.2022
- New World, New Rules, New Normal: Responding to Workplace COVID-19 Exposure  
*New York Law Journal*, 10.21.2021
- New World, New Rules, New Normal: Handling Vaccination Accommodation Requests  
*New York Law Journal*, 10.12.2021
- New World, New Rules, New Normal: Implementing A Mandatory Vaccination Policy  
*New York Law Journal*, 09.21.2021
- Workers' Comp Board Clarifies Scope of COVID-19 Compensability  
*Law.com*, 08.11.2020
- Employer Liability for Third-Party Sexual Harassment  
*Employment Relations Today*, 01.19.2018
- NY Employers Take Note: Paid Family Leave Benefits Law Becomes Effective Jan. 1st  
*New York Law Journal*, 11.06.2017
- Employers' Legal Obligations to Accommodate Employees with Service Animals in the Workplace  
*Employment Relations Today: Wiley Periodicals*, Summer 2017
- Conducting Effective Internal Investigations  
*Employment Relations Today: Wiley Periodicals*, Spring 2017
- An Employer's Guide to the Fair Credit Reporting Act  
*Employment Relations Today*, Spring 2017
- How Judge Gorsuch Could Affect Key Labor, Employment Issues Facing SCOTUS  
*New York Law Journal*, 03.23.2017
- Steps For Effective Workplace Harassment Prevention  
*Law360*, 11.04.2016
- Not So Happy Together? How Expanding Employers Can Avoid Single or Joint Employer Liability  
*Employer Relations Today*, Fall 2016
- Crafting a Social-Media Policy You Can "Like"  
*Employer Relations Today*, Summer 2016
- Creating and Implementing Codes of Ethical Conduct  
*Employment Relations Today*, Winter 2016
- Gender Identity Guidelines Bring New Compliance Issues  
*New York Law Journal*, 02.29.2016

## Labor and Employment Law Blog Posts

- "Supreme Court Eases Burden for Title VII Plaintiffs Challenging Transfer Decisions," April 19, 2024
- "Safe for Work? New Social Media Privacy Law Affecting New York Employers Goes into Effect on March 12," March 7, 2024
- "Rage Against the Machine: New York Bill Would Dramatically Limit Employers' Ability to Use Electronic Monitoring and Automated Employment Decision Tools," September 20, 2023
- "Supreme Court Raises the Bar for Title VII Religious Accommodations," July 5, 2023
- "NYC Issues Final Regulations for Automated Employment Decision Tools Law, Delays Enforcement to July 5, 2023," April 13, 2023
- "New York Amends Statewide Pay Transparency Law," March 8, 2023
- "Governor Hochul Signs New York Pay Transparency Bill Into Law," December 22, 2022
- "NYC Delays Enforcement of Automated Employment Decision Tools Law to April 15, 2023," December 13, 2022
- "New York City Council Approves Amendments to Salary Transparency Law; New Date for Compliance Now November 1, Among Other Changes," April 29, 2022
- "New York City Issues First Round of Guidance Regarding Salary Transparency Law," April 11, 2022
- "New York City Council Proposes Amendment to Pay Transparency Law," March 25, 2022
- "UPDATED: NYC Council Passes Bill Granting Paid Sick Leave to Parents Vaccinating Children Against COVID-19," January 27, 2022
- "New York City Employers Must Include Salary Ranges in Job Postings Beginning May 15, 2022," January 24, 2022
- "NYC Council Passes Bill Granting Paid Sick Leave to Parents Vaccinating Children Against COVID-19," December 10, 2021
- "NY HERO Act Plans Must Be Activated as COVID-19 Designated a Highly Contagious Communicable Disease," September 9, 2021
- "Picking Up the "Key to NYC": New Vaccination Regulations Now Effective for New York City Employers," August 18, 2021
- "New Health and Safety Obligations Established as NYSDOL Publishes Its Standard and Model Airborne Infectious Disease Exposure Plan Required by NY HERO Act," July 9, 2021
- "NY HERO Act Requirements Significantly Modified as Amendments Pass New York Legislature," June 14, 2021
- "Governor to Consider Significant New Health and Safety Obligations as NY HERO Act Passes State Legislature," April 27, 2021
- "New York Department of Labor Significantly Expands COVID-19 Quarantine Leave," February 2, 2021
- "NYC Employers Take Note: Earned Sick and Safe Time Act Amendments Take Effect September 30, 2020," September 30, 2020
- "Trust, but Verify: DOL Issues New Guidance for Tracking Teleworkers' Time," September 1, 2020
- "New York Workers' Compensation Law: Is COVID-19 Compensable?," April 30, 2020
- "EEOC Issues New COVID-19 Guidance For Employers," April 2, 2020

- "Connecticut Tells Employers to 'Stay Safe, Stay At Home,'" March 23, 2020
- "New Jersey Court Commands Cannabis Reimbursement in Workers' Compensation Dispute," January 21, 2020
- "Update: Governor Cuomo Signs Significant Changes to New York Discrimination and Harassment Legislation Into Law – Employer Compliance Required," August 28, 2019
- "SCOTUS To Rule On Whether Title VII Prohibits Sexual Orientation And Gender Identity Discrimination," April 22, 2019
- "Equal Pay Act Amendment Passes House of Representatives," March 28, 2019
- "New Dos and Don'ts: New York City Bans Discrimination Based On Hairstyle," March 1, 2019
- "Supreme Court Deems Public-Sector Union Agency Fees Unconstitutional," June 28, 2018
- "Update: New York State Passes Budget, Creates New Sexual Harassment Obligations For Employers," April 18, 2018
- "Bill Banning Confidential Settlements and Mandatory Arbitration for Sexual Harassment Claims Passes New York Senate," April 6, 2018
- "New York's Highest Court Narrowly Construes New York City Human Rights Law To Bar Disability Discrimination Claims Based on Perceived Alcoholism," November 2, 2017
- "NLRB Allows Student Assistants to Unionize, Signals Commitment to Expanding Its Reach," September 29, 2016
- "NLRB Finds Increased Use of Joint Employees Justifies Removal of Barriers to Organization," July 26, 2016
- "Supreme Court Holds that Rejected Rule 68 Offer of Judgment Does Not Moot Class Action," February 2, 2016
- "New York City Human Rights Law Expanded To Protect Caregivers," January 21, 2016
- "New York City Commuter Benefits Law (NYCCBL) Makes Changes For Employers With a Workforce On the Go (Compliance Required by July 1, 2016)," January 20, 2016
- "New Year, New Rules for Employers Doing Business in New Jersey," December 22, 2015
- "New Year, New Rules for Employers Doing Business in New York," December 22, 2015
- "Second Circuit Holds That Facebook "Like" May Be Concerted Activity Under Section 7 of the NLRA," November 16, 2015

## **Fashion Law Blog Posts**

- "New York State Employers Take Note!!! Compliance With New Sexual Harassment Law Required By October 9, 2018," September 7, 2018
- "#MeToo Mobilizes State Legislatures, Creates New Training Obligations For Employers," April 24, 2018

## **French Desk Blog**

- "Hiring Personnel in New York: Dos and Don'ts – Part 2," November 5, 2018
- "Hiring Personnel in New York: Dos and Don'ts – Part 1," September 27, 2018

## **Privacy & Cybersecurity: Eye on Privacy Blog**

- "Mint Gets Data Breach Claims Dismissed," May 13, 2022

## Books

Employer's Guide To COVID-19 And Emerging Workplace Issues (Over 690 pages)  
04.21.2020

## Media Mentions

New York Joins Parade of States Providing Social Media Protections for Workers  
*Corporate Counsel*, 03.14.2024

What if Customers Prefer Vaccinated Employees?  
*SHRM.org*, 01.25.2022

4 Tips For Handling Requests For Animals In The Workplace  
*Law360*, 11.12.2019

Social Media Guideposts Develop for Navigating Labor Law  
08.26.2019

Brooklyn Bar Association's Volunteer Lawyers Project honors two attorneys during annual gala  
*Brooklyn Daily Eagle*, 05.31.2018

## Events

The FTC's Rule Banning Noncompetes is Final: What Do We Do Now?  
Webinar, 05.07.2024

Sheppard Mullin's Labor & Employment Law Spring Update  
The Future of Work Is Here Now  
Sheppard Mullin New York Office, 05.23.2023

Labor & Employment Spring Update  
Webinar, 06.09.2022

Returning to the Office: *The Legal Requirements and Practical Considerations Employers Must Consider in the "New Normal"*  
Webinar, 06.30.2021

Sheppard Mullin's Labor & Employment Law Update - Year In Review  
Webinar, 11.12.2020

Getting Back to Business Webinar Series (Part 2)  
Planning and Best Practices for Employers in a Changed Workplace  
Webinar, 05.28.2020

Cannabis Webinar Wednesday: Labor and Employment Issues in the Cannabis Industry  
09.18.2019

Labor and Employment Law Spring Update - New York  
Spring 2019  
05.22.2019

Labor & Employment Law Update - Year in Review  
New York Fall 2017  
11.15.2017

## Podcasts & Webinars

The FTC's Rule Banning Noncompetes is Final: What Do We Do Now?  
05.07.2024

Labor & Employment Update - The Future Of Work is Here Now  
05.23.2023

NY Spring Labor & Employment Update  
06.09.2022

Sheppard Mullin's Labor & Employment Law Update - Year In Review  
11.12.2020

Getting Back To Business Webinar Series: Session Two  
05.28.2020

Cannabis Webinar Wednesday: Labor and Employment Issues in the Cannabis Industry  
09.18.2019

## Practices

Labor and Employment

Labor and Employment Litigation

Labor and Employment Counseling

Harassment Investigation and Training

Unfair Competition and Trade Secrets

## Industries

Advertising

Artificial Intelligence

Cannabis

Entertainment, Technology and Advertising

Esports & Games

Financial Services

Healthcare

Music

Retail, Fashion & Beauty

Sports

## Education

J.D., Fordham University, School of Law, *cum laude*; Writing and Research Editor, *Fordham Urban Law Journal*; Ruth Whitehead Whaley Scholar

B.A., Union College, *magna cum laude*

## Clerkships

Extern to the Honorable Cathy Seibel, United States District Court for the Southern District of New York

## Admissions

Connecticut

New York

United States District Court for the Southern and Eastern Districts of New York

United States District Court for the District of Connecticut

United States Court of Appeals for the Second Circuit

United States Court of Appeals for the Fourth Circuit

United States Court of International Trade