



Laura H. Harshbarger

Member

lharshbarger@bsk.com
One Lincoln Center
110 West Fayette St
Syracuse, NY 13202-1355
(315) 218-8314
(315) 218-8100 fax

Profile

Education

- Syracuse University College of Law (J.D., *summa cum laude*, 1997)
- Bucknell University (B.A., *summa cum laude*, 1994)

Bar/Court Admissions

- New York

Practices

- School Law
- Municipalities
- Higher Education
- Labor and Employment
- Health Care
- Business Restructuring, Creditors' Rights and Bankruptcy
- Title IX

Laura is chair of Bond's labor and employment practice. She was named *Lawyer of the Year* in 2026 by *Best Lawyers in America®* for management-side employment law in the Syracuse area and was recognized as among the *Top 25 Women Lawyers* in 2025 *New York Super Lawyers® Upstate Edition*.

Laura strives to be actively engaged with her clients, taking the time to understand each organization's unique needs and goals, and providing tailored, practical advice.

Laura's practice includes all of labor and employment law, including day-to-day personnel management, human resource compliance, and collective bargaining. Laura regularly defends organizations in state and federal courts, as well as representing clients in union grievance arbitrations and administrative agency actions, such as the Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights. Laura's areas of practice include a focus on the following:

- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act (ADEA)
- Fair Labor Standards Act (FLSA)
- New York State Human Rights Law (NYSHRL)
- Americans with Disabilities Act (ADA)
- Family and Medical Leave Act (FMLA)
- National Labor Relations Act (NLRA)
- New York Labor Law

Laura counsels employers engaged in a wide variety of industries, including higher education, healthcare, manufacturing and service industries and non-profits.

In the case of higher education, Laura assists institutions with respect to matters related to student affairs, including Title IX (policy development, sexual harassment and sexual misconduct investigations and hearings), as well as accommodating students with disabilities pursuant to Title II and Title III of the Americans with Disabilities Act. She represents colleges and universities in Office for Civil Rights (OCR) investigations and enforcement actions. Laura was named to a national team of educational instructors for the National Center for Campus Public Safety's Trauma - Informed Sexual Assault Investigation and Adjudication Educational Program.

In addition to providing in-house legal training, Laura is a frequent lecturer. She has also authored and co-authored articles on a range of legal topics.

For five years, Laura was a member of the State Judicial Screening Committee and the Chair of the Fourth Department Judicial Screening Committee. These Committees evaluate the qualifications of judicial candidates and make recommendations to the New York State Governor with respect to which candidates are highly qualified to hold judicial positions.

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America®*, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment,

2010-2026 (listed for 16 years)

- Lawyer of the Year (Syracuse) Labor Law - Management, 2019, 2024
- Lawyer of the Year (Syracuse), Employment Law - Management, 2017; 2014; 2023, 2026
- *New York Super Lawyers®*, Labor and Employment, 2025 (listed for more than 10 years)
- *New York Super Lawyers®*, Top 25 Women, Employment and Labor, 2025
- *Chambers USA* 2023, Labor & Employment – Upstate New York
- *Martindale-Hubbell®*, AV Preeminent Rated
- Syracuse Law Review Alumni Achievement Award, 2021
- New York State Bar Association, Labor and Employment Section of the Continuing Legal Education Committee
- Onondaga County Bar Association
- Order of the Coif

Representative Presentations

- 2021 Legislative Update, CNY SHRM Annual Conference, June 10, 2021
- Valuing Women's Work, Onondaga County Bar Association, April 21, 2021
- 2020: The Most Challenging Year, CNY SHRM Annual Conference, Keynote Speech, September 29, 2020
- Recruiting & Hiring in a Remote Work World, CenterState CEO, June 10, 2020
- Legal Questions in the Modern Workplace, American Council of Engineering Companies of New York Winter Conference 2020, January 27, 2020
- Ethical Considerations in Employment Discrimination Cases, Employment Discrimination Law & Litigation 2018, Practising Law Institute, June 18, 2018
- Sexual Harassment: What Management Needs to Know in the Current Cultural and Legal Climate, Management by Menu #partnerinchange, 2018 Maines Food Show, May 15, 2018
- Interviewed in "Preventing Sexual Harassment: A Way Forward," *Connect NY*, produced by WCNY, January 29, 2018
- Panel Member, Sticky Issues in Faculty Discrimination - Legal Update and Practice Pointers, NACUA CLE Workshop, March 30, 2017
- ADA/Section 504, Employment Law Alliance Webinar, September 22, 2015
- Employment Law Update, Central New York Society for Human Resource Management, January 27, 2015

Representative Publications

- Quoted in "'Ugly' Policy Alleged at NBC: Only Beautiful People Need Apply," *HR Today*, August 8, 2017
- "New NYC Rules For Accommodating Pregnant Employees Take Effect," *HR Specialist, New York Employment Law*, January 2014
- Harshbarger, "Employer Liability for Supervisor Harassment, After *Ellerth and Faragher*," *Duke Journal of Gender Law & Policy*, Vol. 6, Spring 1999, No. 1

Other Activities

- Onondaga County Bar Association, Past Board Member