



Laura H. Harshbarger

Member

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Profile

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

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

- 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