



## Stephanie H. Fedorka

### Associate

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### Profile

**Stephanie's familiarity with the unique, complex and multi-faceted nature of institutions of higher education allows her to provide applicable and sound advice to clients that strikes the balance of compliance, risk mitigation and practicality in order to meet client objectives and goals.**

Stephanie has experience advising colleges, universities and institutions of higher education in a wide array of matters, including complicated and nuanced labor and employment issues unique to higher education, Title IX and matters of health and safety. Stephanie has experience representing institutions of higher education in matters involving allegations of discrimination, harassment and retaliation before administrative agencies such as the NYS Division of Human Rights and the Equal Employment Opportunity Commission, as well as in state and federal courts and in arbitration. Stephanie has also handled matters arising under Title IX.

Stephanie's practice also involves extensive drafting and review of policies affecting students, faculty and staff; advice regarding compliance with various federal and state laws and regulation; and day-to-day counseling on issues involving and affecting students, faculty and staff. In addition, Stephanie has experience in labor matters under both the National Labor Relations Act as well as the New York Taylor Law, including representation before the National Labor Relations Board, the Public Employment Relations Board, collective bargaining and contract negotiations, grievances and arbitration, and advising.

### Honors & Affiliations

- Named 2025 Rochester Business Journal Attorney of the Year - Up and Coming Lawyers Honoree
- Listed in:
  - *The Best Lawyers in America*®: Ones to Watch, Labor and Employment Law - Management, 2022-2025
  - *New York Super Lawyers*®, Upstate New York Rising Star, Employment and Labor, 2021-2025
- American Bar Association
- CNY Women's Bar Association
- Hispanic National Bar Association

### Education

- Syracuse University College of Law
- University of Rochester (B.A. in Political Science 2013)
- Syracuse University Maxwell School of Citizenship and Public Affairs (M.P.A. 2017)

### Bar/Court Admissions

- New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York
- U.S. Court of Appeals for the Second Circuit

### Foreign Languages

- Spanish

### Practices

- Higher Education
- Labor and Employment
- School Law

- New York State Bar Association
- Puerto Rican Bar Association
- William Herbert Johnson Bar Association
- Monroe County Bar Association, Diversity Committee
- Monroe County Bar Association, Leadership Academy, 2023
- Central New York Society for Human Resource Management (CNY SHRM), Legislative Committee Member
- Society for Human Resource Management (National SHRM), Member
- New York State Bar Association
  - Committee on Diversity and Inclusion
  - Committee on Attorney Well Being
- ARRIBA (a Committee of the Puerto Rican Bar Association), Chair

## Representative Presentations

- NYS Labor and Employment Law Training, MACNY, April 24, 2024
- Employee Handbooks: Updates, Best Practices and Tips, Greater Rochester Chamber, March 15, 2023
- Navigating the Myriad of Leave Laws, NHRA-SHRM Annual Legal Update, February 15, 2023
- Annual Labor Law Seminar, Greater New York Automotive Dealers Association, December 7, 2022
- An Interview with Stephanie Hoppe Fedorka and Andrew Rivera, ARRIBA, Legally Bond Podcast, October 3, 2022
- Employment Law Basic for Supervisors, Managers and Business Owners, CNYSHRM, September 29, 2022
- Employment Litigation in the Wake of COVID-19, MACNY, May 17, 2022
- COVID-19 and Your Workplace in 2021: It Ain't Over Till It's Over, CNY SHRM, October 28, 2021
- NY HERO Act, New York State Association of Cemeteries Annual Fall Conference, September 28, 2021
- Managing a Remote Workforce, CNY SHRM, April 22, 2021
- Managing in Year 2 of a Pandemic - Employee Retention Tax Credits, Chemung County Chamber of Commerce, February 16, 2021
- Legislative Update for Human Resource Professionals, CNY SHRM, January 30, 2020
- The FLSA, Advanced Employment Law: What You Need to Know, June 5, 2019
- Non-Compete, Non-Solicit and Confidentiality Agreements, Advanced Employment Law: What You Need to Know, June 5, 2019
- FLSA Essentials: Practically Applying the Most Recent Legal Perspectives, Human Resource Law Boot Camp, National Business Institute, November 7, 2018

## Representative Publications

- "State Guidance on Virus Sick Leave Law," *Newsday*, April 14, 2021
- "Obligations Under the Americans with Disabilities Act for Business Websites," New York Farm Bureau's *Grassroots*, February 2019

## Other Activities

- ACR Health, Board of Directors
- Delta Gamma Fraternity, Volunteer Advisor
- Labor and Employment Relations Association of CNY, Management Vice President
- Syracuse City Ballet, Community Steering Committee Member
- Vera House Gala Committee
- William Herbert Johnson Association, Fundraising Committee