



MEGHAN M. DIPASQUALE

Partner

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585.454.0711

Meghan delivers comprehensive, practical advice and creative legal solutions for her clients, concentrating her practice primarily on labor and employment law and commercial matters. She is an accomplished litigator who has resolved disputes through both negotiation and litigation, including bench and jury trials in state and federal courts across New York.

Meghan works closely with clients to mitigate risk, counsels on compliance with federal and state laws governing the workplace, and defends against claims of discrimination, harassment, and retaliation before the New York State Division of Human Rights, the Equal Employment Opportunity Commission and in court. She represents corporations and colleges and universities in cases involving discrimination and sexual harassment claims, workplace malfeasance and discipline, and non-compete and confidentiality agreements. She also assists both employees and employers in the negotiation of separation agreements. Meghan's commercial practice includes regulatory counseling, and matters involving licensing and supplier/vendor agreements, breach of contract and misappropriation of trade secrets.

Meghan has substantial experience in alternative dispute resolution and has successfully resolved numerous cases for her clients through mediated settlements. Meghan also serves as a certified federal court mediator, appointed to the ADR Panel of Neutrals for the U.S. District Court for the Western District of New York.

Honors

- Listed, *Best Lawyers in America* (Commercial Litigation, Litigation - Health Care, Litigation - Labor & Employment, Personal Injury Litigation - Defendants), 2012 - 2014
- Listed, *Best Lawyers in America*, "Lawyer of the Year" (Labor & Employment), 2023
- Listed, *Best Lawyers in America*, "Lawyer of the Year" (Personal Injury - Defendants), 2018, 2023

1800 Bausch & Lomb Place
Rochester, NY 14604

Practices & Industries

Education
Employment Litigation
Labor & Employment
Product Liability & Complex Tort

Bar Associations

New York State Bar Association

Admissions

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

Education

Georgetown University, A.B.
Georgetown University Law Center, J.D.

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- Martindale-Hubbell AV® Rating
- Listed, *Upstate New York Super Lawyers* Top 25 Women, 2021
- Listed, *Upstate New York Super Lawyers* (Employment & Labor: Employer, Civil Litigation: Defense, Personal Injury - Products: Defense, Business Litigation) 2013 - 2023
- William E. McKnight Volunteer Service Award

Publications

- "10 Tips for Employers Considering a Mandatory COVID-19 Vaccination Policy," *Ward Greenberg Legal Update*, December 2020 (Co-Author)
- "Federal Court Decision Expands Medical and Family Leave Under the FFCRA," *Ward Greenberg Legal Update*, August 2020 (Co-Author)
- "Strategies for a Safe Return to Work: Key Considerations for Protecting Your People and Your Business," *Ward Greenberg Legal Update*, May 2020 (Co-Author)
- "Must Employees Keep Arbitration Proceedings Confidential? Not According to the NLRB," *Ward Greenberg Legal Update*, August 2019 (Co-Author)
- "A Discussion on Existing Diversity and Inclusion Initiatives, Overcoming Barriers, and Measuring Success," *Association of Corporate Counsel*, May 2019
- "Employers in New York Must Prepare for Marijuana Legalization," *Rochester Business Journal*, vol. 34, no. 49, March 2019

U.S. Department of Education Announces Long-Awaited Final Title IX Regulations
Hodgson Russ Education Alert, April 25, 2024

New York State's "Freelance Isn't Free" Act – What Employers Need to Know
Hodgson Russ Labor & Employment Alert, April 18, 2024

Employees Enjoy a Private Right of Action Under Changes to New York City Earned Safe and Sick Time Act
Hodgson Russ Labor & Employment Alert, March 7, 2024

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements
Hodgson Russ Labor & Employment Alert, January 23, 2024

Presentations & Events

- "A Discussion on Existing Diversity and Inclusion Initiatives, Overcoming Barriers, and Measuring Success" Association of Corporate Counsel, May 2019
- "OSHA Electronic Injury Reporting Update" Rochester Business Alliance, October 2017
- "Title VII – Internal Investigations and Retaliation Claims" Rochester Business Alliance, March 2013

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- "Workplace Monitoring – Rights of Employers and Employees" Rochester Business Alliance, October 2011
- "Developments in Wage Discrimination Law," Rochester Business Alliance, March/April 2009
- "Basics of Civil Practice – The Trial: Technical Aspects of Motions and Objections" New York State Bar Association, March 2000 and May 2004
- "Representation of Medical Professionals in Misconduct Proceedings," New York State Bar Association

Professional Affiliations

- Defense Research Institute
- Society for Human Resource Management
- Former Litigation Council, Monroe County Bar Association
- Former Trustee, Monroe County Bar Association Board of Trustees
- New York State Bar Association
- Judicial Evaluation Committee, Greater Rochester Association for Women Attorneys
- Former Board Member, Greater Rochester Association for Women Attorneys
- Former Chair - Media Committee, Greater Rochester Association for Women Attorneys
- Past Member, Georgetown Law Center National Alumni Board

Community & Pro Bono

- Board of Directors, Foodlink, Inc.
- Board of Directors, Volunteer Legal Services Project
- Advancement Committee Member, Wilmot Cancer Institute, University of Rochester Medical Center
- Crisis Nursery Volunteer, Center for Youth
- Building a Scholastic Heritage Fundraiser Chair, McQuaid Jesuit High School
- Past Member, Friends of the Rochester School of the Arts Board