

Iskra Bonanno focuses her practice on counseling and representing public and private sector employers in a wide range of issues related to the workplace, including:

- Developing and implementing effective employment policies, and ensuring compliance with state and federal labor and employment laws.
- Issues relating to leave, including compliance with the ADA and the FMLA.
- EEOC and New York State Division of Human Rights Investigations.
- Defending national and regional employers charged with discrimination and/or harassment on account of race, color, sex, national origin, religion, sexual orientation, or other protected class status.
- Defending employers faced with breach of contract or wrongful discharge claims.
- Defending employers against individual and collective claims concerning wage and hour matters.
- Advising employers concerning civil rights, immigration law, and labor-management relations.

Professional and Civil Affiliations

- Member, Monroe County Bar Association
- Member, Board of Directors, Legal Assistance of Western New York, Inc.
- Chair, Lawyers for Learning Committee of the Monroe County Bar Association

Honors and Awards

- Selected to the Upstate New York Super Lawyers Rising Stars list, 2018 – 2020
- Recipient, 2017 Annette Itkin Volunteer of the Year Award, Willow Domestic Violence Center
- Fredrick K. Cox International Law Center Research Fellow
- Emmerich de Vattel Scholar
- Patrick J. Hergenroeder Trial Tactics Award
- Contributing Editor, *Case Western Reserve Law Review*, Case Western Reserve University School of Law



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Admissions

California
New York

Education

Case Western Reserve University
School of Law, J.D., *magna cum laude*

University of Rochester, B.A.
English, *magna cum laude*, highest
distinction honors

Publications

- Contributing author to the HSE Labor and Employment Blog
- "The SEC's Whistleblower Program and its Effect on Internal Compliance Programs," 62 *Case W. Res. L. Rev.* 329 (2011-2012)

News

- Featured, "Extraordinary People: Lawyers for Learning," WROC News 8, March 2, 2017

Presentations

- Presenter, "2021 Legislative, Human Resources and Legal Updates," The Institute for Human Services, Inc., March 17, 2021
- Presenter, "Implementing Diversity & Inclusion Initiatives and How to Avoid Common Pitfalls," Harter Secrest & Emery LLP Labor & Employment Law Breakfast Briefing Webinar, February 24, 2021
- Presenter, "Criminal Background Checks: Legal Updates and Best Practices," Harter Secrest & Emery's Labor and Employment Law Conference, April 26, 2018
- Presenter, "Dogs and Horses at Work, Oh My!," Harter Secrest & Emery's Labor and Employment Law Conference, April 26, 2018
- Presenter, "Risks Associated with Criminal Conviction Records in Employment" webinar, Harter Secrest & Emery, August 15, 2017
- Presenter, "Risky Business: Considering Criminal Records in Employment," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017

