

MOHAMMAD B. SHIHABI

Partner / Los Angeles, New York City
mshihabi@fordharrison.com / P: 213-237-2421



Mohammad Shihabi represents and advises clients on a broad range of labor and employment law issues including litigation.

Mohammad has represented employers in claims asserted under federal statutes such as Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Fair Labor Standards Act, as well as state and local regulations including the New York Labor Law, the New York State Human Rights Law, and the New York City Human Rights Law. He has litigated matters on behalf of clients in federal and state courts and before administrative agencies at the federal and local level, appearing before the U.S. Department of Justice, the U.S. Department of Labor, the Equal Employment Opportunity Commission, and the New York City Commission on Human Rights.

While litigation is central to Mohammad's practice, he also advises clients on day-to-day issues related to employment contracts, response to workplace complaints, discrimination, harassment, retaliation, leave accommodation, ADA and other accommodations, and wage and hour concerns. He also conducts workplace investigations and provides training to managerial and human resources teams on regulatory compliance and emerging trends in workplace law. Another critical focus of Mohammad's practice is aiding employers in drafting and implementing sound employment documents, policies, procedures, and handbooks, on the subjects of harassment and discrimination, employee release agreements, and non-competition/non-disclosure agreements, among others.

Mohammad has represented companies in a number of industries including international restaurant chains, international public security companies, biopharmaceutical companies, and other nationwide and local businesses in New York and across the United States.

Prior to joining FordHarrison, Mohammad was an associate in the labor and employment practice group of a large New York-based general services law firm. Earlier in his career he worked at the New York City Commission on Human Rights, enforcing New York

EDUCATION

- » George Washington University Law School (J.D., 2013)
- » University of California, Los Angeles (B.S., 2009)

BAR ADMISSIONS

- » New York
- » California

COURT ADMISSIONS

- » New York State Courts
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Eastern District of New York

LANGUAGES

- » Arabic (fluent)

City's anti-discrimination laws related to discrimination, harassment, and retaliation in employment, housing, and public accommodations. After earning his J.D., he worked in the Educational Opportunities Section of the Civil Rights Division of the U.S. Department of Justice, investigating violations, assessing compliance, and enforcing civil rights statutes and court decisions involving elementary, secondary, and higher education institutions.

Representative Experience

- » Defended large international restaurant chains against wage and hour claims and allegations of discrimination, harassment and retaliation before administrative agencies, state courts, and federal courts across the country.
- » Defended a multi-state accounting firm in a wage and hour litigation in which the plaintiff sought over \$500,000 in alleged unpaid overtime. Following a favorable Report and Recommendation from the Magistrate Judge, achieved a significantly reduced settlement to resolve the case.
- » Handled investigations and related labor & employment matters, including employment separations and policy revisions, arising from possible cases of food poisoning for a large international restaurant chain.
- » Defended a large, international security firm against allegations of unpaid prevailing wages and fringe benefits. Secured favorable outcomes that avoided litigation and significantly reduced costs and potential risks for the client.
- » Defended large biopharmaceutical company against breach of employment contract allegations filed against the company by their former CEO.

Honors & Awards

- » "Ones to Watch," *Best Lawyers in America*

Memberships

- » New York City Bar Association

News & Insights

- » August 17, 2023 - Los Angeles-Based FordHarrison Attorney Listed in the 2024 Best Lawyers in America and Seven Listed in Ones To Watch
- » October 06, 2022 - New California Employment Laws for 2023
- » September 02, 2020 - Mark Your Calendars: New York State's Sick Leave Law Goes Into Effect on September 30,

2020

- » July 02, 2020 - New York State Reopening Guidelines
Require Higher Education Institutions to Develop Reopening
Safety Plans
- » June 17, 2020 - New York's Multi-Phase Business
Reopening Guidelines and What This Means for Employers

Offices

- » *Los Angeles:*
350 South Grand Avenue, Suite 2300
Los Angeles, California 90071
- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017