



## Yusha Hiranman

Of Counsel

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New York, NY – 212.915.5252

Yusha Hiranman represents local and national clients in all aspects of civil litigation. Her practice focuses on the defense of employment and labor law claims related to construction, business services, education, and health care. Yusha is well-versed in handling litigation involving discrimination matters, wage-and-hour claims, and various employment-related issues before administrative agencies and in state and federal trial courts. She effectively manages cases throughout all phases of litigation, including discovery, motion practice, and settlement discussions.

Recognizing that clients seek cost-effective resolution of complex, potentially protracted cases, Yusha seeks to accommodate them through alternate resolution methods when appropriate, including arbitration, conciliation, and mediation. She works proactively with clients to help them prevent lawsuits and administrative actions by fostering workplace cultures that minimize legal exposure and reduce the risk of claims.

Yusha dedicates a portion of her practice to providing day-to-day counseling for her clients, as well as conducting investigations into employment-related issues and presenting Equal Employment Opportunity (EEO) law and anti-discrimination trainings designed to help resolve issues before litigation arises. In addition, she assists clients with drafting and reviewing separation and settlement agreements.

Prior to joining Wilson Elser, Yusha worked at several plaintiff-side law firms specializing in employment law, where her practice focused on sexual harassment, discrimination, and wage-and-hour cases. She assisted colleagues and partners in resolving these matters through settlement negotiations and litigation. Yusha's prior experience provides her with a unique perspective on evaluating complaints and a keen ability to identify weaknesses in specific cases, enabling her to craft effective defense strategies for clients.

### Employment & Labor

### Services

- Employment & Labor

Yusha has devoted her career to the practice of employment & labor law. She has represented clients in matters brought under federal and New York State antidiscrimination statutes, including Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), and the New York State and City Human Rights laws. Yusha also represents clients before administrative agencies, including the New York State Division of Human Rights, the New York City Commission on Human Rights, and the U.S. Equal Employment Opportunity Commission. In the wage-and-hour context, Yusha has represented a diverse group of clients, including construction and health care organizations, in collective and putative class action litigation.

### **Accessibility Compliance**

In addition to Yusha's work in the firm's Employment and Labor Practice, she also handles matters related to website and brick-and-mortar accessibility, assisting clients in addressing concerns related to their websites and brick-and-mortar facilities.

### **Education**

- The Maurice A. Deane School of Law at Hofstra University (J.D., 2014)
- SUNY, Stony Brook University (B.A. Political Science, *cum laude*, 2009)
  - cum laude

### **Bar Admissions**

- New York

### **Court Admissions**

- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York

### **Professional Affiliations**

- South Asian Bar Association of New York
- New York City Bar Association
- Asian American Bar Association of New York
- Phi Alpha Delta Law Fraternity International

### **Awards & Honors**

Selected for inclusion in *New York Metro Super Lawyers® Rising Stars™* in the Employment & Labor category, 2022-2025

## **Client Wins**

**Wright and Hiranman Secure Swift, Low-Value Settlement in State Division Matter**

**Slated for Public Hearing**

Nancy Wright (Partner-New York, NY) and Yusha Hiramam (Of Counsel-New York, NY) garnered a low five-figure nuisance value settlement for their employer client in a matter slated for a public hearing before the New York State Division of Human Rights following a probable cause finding. This matter involved claims of age, disability, and sex/gender discrimination, as well as sexual harassment, brought by a former employee who abandoned her job after filing an internal complaint, and later alleged she was constructively discharged for complaining. The pre-hearing settlement conference was scheduled before an Administrative Law Judge, during which Yusha skillfully handled the settlement negotiations, highlighting the claims' deficiencies and resolving the matter with the State Division attorney within an hour. Notably, Yusha emphasized the complainant's clear failure to mitigate damages for more than two years – an argument that helped drive the swift resolution.