

SHAWNDR A G. JONES

Partner / New York City

sjones@fordharrison.com / P: 212-453-5927



In an ever-evolving employment law landscape, Shawndra Jones is a seasoned labor and employment attorney who partners with employers to help them remain legally compliant and minimize risks, including in relation to using technology in the workplace and implementing diversity, equity, and inclusion initiatives to promote equal employment opportunities.

Shawndra counsels clients across a range of industries, including financial services, healthcare, legal, real estate, and retail, on matters involving anti-discrimination, disability accommodation, family and medical leave, performance management, workplace privacy, and other issues arising throughout the employment relationship. Shawndra is also familiar with the unique issues that clients with international operations might face. Having been seconded within a global financial services institution, Shawndra turns to her in-house background and perspective to inform her approach to client service.

An experienced trainer, Shawndra has provided workplace trainings to non-managerial employees, managers, human resources professionals, and in-house counsel.

Additionally, Shawndra has handled matters in federal and state courts, before administrative agencies, and via alternative dispute resolution. Her experience includes disputes under Title VII, the Americans with Disabilities Act, and state and local laws.

In addition to her practice, Shawndra has lectured extensively and written on employment law and professional development topics. She has spoken at national conferences and has co-authored publications on subjects ranging from artificial intelligence in the hiring process to discovery of social media after employment concludes.

Shawndra, who was a Leadership Council on Legal Diversity Fellow in 2022, is deeply committed to fostering inclusion and belonging in the legal profession. She frequently presents on such topics.

Active in multiple professional organizations, Shawndra has served

EDUCATION

- » Columbia University School of Law (J.D., 2008)
- » Yale University (B.A., *cum laude*, 2005)

BAR ADMISSIONS

- » New York

COURT ADMISSIONS

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

in leadership roles in committees within the New York State Bar Association and New York City Bar Association. She is currently a co-chair of the New York City Bar Association's Diversity, Equity, and Inclusion Committee and is also a member of the Executive Committee of the National Bar Association's Labor and Employment Law Section.

Before entering private practice at a large U.S. law firm, Shawndra served as a judicial law clerk to the Honorable Alvin W. Thompson in the U.S. District Court for the District of Connecticut.

Shawndra earned her bachelor's degree *cum laude* with Distinction in Psychology from Yale University and was a member of Psi Chi, the National Honor Society in Psychology. She later graduated from Columbia University School of Law, where she was a Harlan Fiske Stone Scholar and the editor-in-chief of the *Columbia Journal of Law and Social Problems*.

Honors & Awards

- » *The Best Lawyers in America*, "Best Lawyers," Employment Law – Management (2024 - 2026)
- » *The Best Lawyers in America*, "Ones to Watch," Labor and Employment Law – Management (2023)
- » The National Black Lawyers – Top 100 (New York) (2023, 2024, 2025)
- » National Bar Association's 40 Under 40 Nation's Best Advocates (2016) and Excellence in Innovation (2016) Awards
- » The National Black Lawyers – Top 40 Under 40 (New York) (2016)
- » Empire State Counsel® Outstanding Pro Bono Volunteer (2016)
- » Empire State Counsel® Honoree (2013 and 2015)

Memberships

- » **American Bar Association:**
 - » Section of Labor and Employment Law
 - » Section of Science & Technology Law
 - » Section of Civil Rights and Social Justice
 - » Center for Professional Responsibility CLE Committee (Former Member)
- » **American Bar Foundation, Fellow**

- » **Association of Black Women Attorneys**
- » **Leadership Council on Legal Diversity, 2022 Fellow**
- » **National Bar Association:**
 - » Labor and Employment Law Section, Executive Committee
 - » Women Lawyers Division
- » **New York City Bar Association:**
 - » Diversity, Equity and Inclusion Committee, Co-Chair; Diversity in the Judiciary Subcommittee (Former Co-Chair)
 - » Judiciary Committee (Former Member)
- » **New York State Bar Association:**
 - » Labor and Employment Law Section, Workplace Rights and Responsibilities Committee
 - » Commercial and Federal Litigation Section, Social Media and New Communication Technologies Committee
 - » Women in Law Section, Executive Committee & Partners Committee, Co-Chair
 - » Committee on Continuing Legal Education, Immediate Past Chair
 - » Committee on Artificial Intelligence and Emerging Technologies, Ethical Guidelines Workstream, Chair
 - » Committee on Technology and the Legal Profession (Former Vice-Chair)
 - » House of Delegates (Former Member)
 - » Strategic Planning Committee (Former Member)
 - » Special Committee on Strategic Communications (Former Member)
- » **Practicing Attorneys for Law Students Program (Former Mentor)**
- » **Volunteer Lawyers for the Arts**

News & Insights

- » February 12, 2026 - New Year, New Proposed Rules for New York City's Recently Amended Earned Safe and Sick Time Act
- » December 19, 2025 - "Health, Legal Employers Face

Unique Online Speech Hurdles." Law360

- » September 26, 2025 - Employers' Considerations When Employees' Online Content Results in Real-World Discord in the Workplace
- » August 21, 2025 - New York-Based FordHarrison Attorney Listed in the 2026 Best Lawyers in America
- » July 25, 2025 - "FordHarrison Sees Demand Through the Roof for Counsel on Trump Administration's Labor Law Enforcement", Law.com

Events

- » April 23, 2026 - "Hot Takes, Cold Reality: Employee 'Free' Speech & the Workplace," 59th Annual Pacific Coast Labor & Employment Law Conference, Seattle, WA
- » February 25, 2026 - "The Ethics of AI/GAI Use by Attorneys: Lunch and Learn Series 2," New York State Bar Association [Virtual Workshop]
- » October 23, 2025 - The Real-World Workplace Implications of Virtual Content in the Age of Social Media
- » October 17, 2025 - "AI in the Workplace: Legal, Ethical and Litigation Pitfalls," 2025 National Bar Association Labor & Employment Section Annual Conference
- » March 13, 2025 - "How Technology Impacts Legal Departments & the Multi-Generational Workforce," Garden State Bar Association Corporate Counsel Forum

Offices

- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017