



## → Dimiana Saad

**Associate**  
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Dimiana Saad is an associate in the Labor and Employment Practice Group in the firm's Los Angeles office.

### **Areas of Practice**

#### Employment Litigation and Counseling

Dimiana represents and advises employers in a wide array of labor and employment subject areas including: sexual harassment, discrimination, hostile work environment, retaliation, wrongful termination, hiring and separation, performance management, employee handbooks and policies, and paid leave and sick time laws and policies. She is also an experienced litigator and trial attorney, defending employers in single-plaintiff and complex wage and hour class action litigation. She has experience drafting all types of employment agreements and policies, including employee handbooks, confidentiality and non-disclosure agreements, and severance agreements.

Dimiana represents employers in state and federal courts, as well as administrative agencies, such as the Department of Labor, the Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing, the Division of Labor Standards Enforcement and the National Labor Relations Board.

Trial: Dimiana has demonstrated notable success in trial settings early in her career. Shortly after completing her first year of practice, she obtained a complete defense verdict in favor of the firm's long-time client in the hospitality industry following a jury trial in Los Angeles Superior Court. During her second year, Dimiana successfully represented a pro bono client facing persecution based on gender identity and forced marriage. The complex ten-year matter concluded with a comprehensive four-hour bench trial in immigration court, resulting in a grant of asylum for the client.

Workplace Investigations: Dimiana is an experienced workplace investigator. She has conducted high-profile investigations into alleged misconduct by senior executives in the healthcare industry involving hundreds of allegations and witnesses. She has also investigated numerous complaints by union employees regarding alleged misconduct by the managers of a specialty manufacturing company.

Training: Dimiana also helps provide anti-harassment, discrimination, and retaliation employee trainings on behalf of clients.

## Activities

### Diversity, Equity & Inclusion

Dimiana is a champion for Diversity and Inclusion. She works in collaboration with firm leadership and the Diversity and Inclusion Attorney Network ("DIAN") to advance the firm's commitment to foster diversity and inclusion for its attorneys, its clients and the legal profession. Before completing her second year of practice, she co-founded Sheppard Mullin's Middle Eastern and North African Lawyer Network ("MENALN"). As a member of the Law Student and Mentorship Committee of the National Arab American Bar Association, she strives to promote the Arab American legal community through networking, mentorship and community service.

### Recruiting

Dimiana is a member of the firm's Los Angeles Recruiting Committee. In addition to interviewing and evaluating candidates, Dimiana plans and organizes social events for the summer associates by serving on the Summer Program Planning Committee.

### Artificial Intelligence

Dimiana collaborates with the firm's Artificial Intelligence team and vendors to develop and train her colleagues on best practices for using a variety of AI tools to better serve the firm's clients, grow the firm's business, and promote the professional development of the firm's attorneys.

## Honors

- Top 40 Under 40 Black Lawyers in California, The National Black Lawyers, 2024-2025 (an honor awarded to the top 40 African American attorneys under the age of 40 in each state who have demonstrated excellence and have achieved outstanding results in their careers.).
- Returning Academy Fellow, National Employment Law Council, 2025 (one of 30 Fellows chosen nationwide to attend the 2025 National Employment Law Council Academy. The NELC is a non-profit organization charged with enriching minority bar members who represent management in the field of labor and employment law. Held in conjunction with NELC's annual conference, the NELC Academy provides advanced skills training for minority attorneys with less than five years of experience, exposes them to NELC's national network of experienced labor and employment attorneys, and fosters mentoring relationships.).
- Bob Gerber Pro Bono Award, *Sheppard Mullin*, 2024 (one of two associates awarded the firm's highest pro bono honor).
- Bob Williams Award Winner, *Sheppard Mullin*, 2024 (one of six associates recognized for making meaning contributions to the firm and wider community).
- Academy Fellow, *National Employment Law Council*, 2024 (one of 30 Fellows chosen nationwide to attend the 2024 National Employment Law Council Academy.).
- Recipient of the Order of Arête, *University of Southern California*, 2022 (highest honor awarded to USC graduate students who have made exceptional contributions to the community and university).

## Articles

- Paid Time Off (PTO) and Sick Leave Policies: Key Drafting Tips (CA)  
*LexisNexis Practical Guidance*, 02.04.2025

### Labor & Employment Law Blog Posts

- "Where Are We Now With the Use of AI in the Workplace?," June 16, 2025
- "Navigating Employer Obligations During California's Wildfire Disasters," January 17, 2025
- "Pregnant Employees More Protected Than Ever as the PWFA Goes into Effect and the EEOC Releases Resources, Guidance, and Proposed Regulations," August 31, 2023
- "California Labor Commissioner Issues FAQs Clarifying Pay Transparency Law," January 17, 2023

## Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Litigation

Wage and Hour Class Actions

Wage and Hour Regulations

Workplace Violence

Wrongful Termination

## Industries

Entertainment, Technology and Advertising

Financial Services

Food and Beverage

Healthcare

Hospitality

Insurance

Retail, Fashion & Beauty

## Education

J.D., University of Southern California, 2022, *EDI Fellowship and Order of Arete*

B.A., University of Southern California, 2014

## Admissions

California

U.S. District Court for the Central, Northern, Southern and Eastern Districts of California