



## → Sarah Fan

**Associate**  
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Sarah Fan is an associate in the Labor and Employment Practice Group in the firm's Los Angeles Office.

### Areas of Practice

Sarah represents and counsels employers in a wide spectrum of matters impacting the employment relationship, including compliance with employment and workplace safety laws and regulations. She specializes in labor and employment litigation in state and federal courts and contractual arbitration on behalf of employers, involving claims of discrimination, retaliation, harassment, sexual harassment, and wrongful termination in violation of the California Fair Employment and Housing Act; class action and California Private Attorneys General Act ("PAGA") matters involving claims of wage and hour violations, including claims for overtime pay, meal and rest period violations, vacation and sick pay, employee reimbursements, misclassification, and lactation accommodations; and claims against former employees and executives involving trade secret misappropriation and unfair competition.

Sarah's representation of clients emphasizes a holistic approach, combining preventative counseling on personnel matters with significant expertise to achieve her clients' litigation objectives through trial and appeal. She is passionate about assisting employers in risk management and compliance, and advises on the implementation of compliant policies and procedures, including in employee handbooks, regarding leaves of absence, the hiring and termination of employees, and artificial intelligence in the workplace.

Sarah has experience representing employers in a variety of industries, including healthcare, manufacturing, pharmaceutical, and the food and beverage industry.

### Practices

Labor and Employment  
Labor and Employment Counseling  
Labor and Employment Litigation

### Education

J.D., University of San Diego, School of Law, *cum laude*  
B.A., University of California, San Diego

## Admissions

California

## Languages

Chinese (Mandarin)