



## Lauren Moak Russell

COUNSEL

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Wilmington P: 302.576.3255

Lauren specializes in the representation of employers on a range of issues relating to compliance with local, state, and federal labor and employment laws and constitutional provisions. She provides compassionate and responsive counsel, targeted at achieving client goals while minimizing cost and risk.

Lauren emphasizes client counseling—on issues ranging from wage and hour compliance, to workplace training and investigations, to effective employee terminations—with the goal of avoiding litigation before it begins. Her counseling practice includes handbook revisions, effective policy implementation, and on-site training on legal compliance.

Lauren has developed and conducts specialized in-house training for emerging legal issues including the pregnancy, reproductive rights, and family care provisions of the Delaware Discrimination in Employment Act. One of her current programs outlines the complexities of the #MeToo movement and offers executives essential information on harassment avoidance and modifying corporate culture. Lauren also conducts high-level investigations of discrimination and harassment on behalf of employers.

When litigation becomes necessary, Lauren is a dedicated advocate, aggressively pursuing her clients' best interests and providing clear guidance at each stage of the proceeding. Lauren has litigated a wide variety of employment-related matters to successful resolutions, including employment discrimination, non-competition, and constitutional law cases. Lauren has experience in each of Delaware's state and federal courts, as well as the U.S. Court of Appeals for the Third Circuit. Lauren also regularly assists clients in administrative proceedings before state and federal administrative agencies, including the EEOC, the Delaware Office of Anti-Discrimination, and the Delaware Unemployment Insurance Appeals Board.

### Practices

- Labor and Employment
- Education Law

## **Education**

- Temple University Beasley School of Law (J.D.)
- Wesleyan University (B.A.)
  - With Honors

## **Bar Admissions**

- Delaware

## **Court Admissions**

- U.S. District Court for the District of Delaware
- U.S. Court of Appeals for the Third Circuit

## **Distinctions**

- *Chambers USA: America's Leading Lawyers for Business*, Labor and Employment, 2020