



IDA S. SHAFaIE

PARTNER AND EMPLOYMENT AND LABOR PRACTICE AREA LEADER

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A skilled trial attorney and leader of the Employment and Labor practice area, Ida Shafaie counsels clients across industry sectors, primarily regarding complex civil rights claims and related state and local anti-discrimination laws. She has also conducted in-depth investigations on behalf of clients, including Fortune 100 companies, educational institutions and government entities.

Ida also regularly assists employers in developing policies and procedures, including employee handbooks in compliance with various regulatory agencies. She advises clients on noncompete, trade secret and restrictive covenant matters, and has successfully argued on behalf of her clients to secure temporary restraining orders in federal court.

Ida performs training seminars and has authored articles on best practices to help employers make informed decisions. She is co-editor of the *Missouri Employment Law Letter*, a monthly newsletter for HR professionals.

In addition to her active employment practice, Ida counsels on education matters, working with primary, secondary and post-secondary institutions. She has worked on matters involving public record laws as well as claims arising under Title IX, and has experience conducting Title IX training for university faculty and staff.

EDUCATION

- University of Missouri School of Law (J.D., 2013)
 - Order of the Barristers
 - Academic Scholarship
 - Dean's List
 - Phi Delta Phi
 - Journal of Dispute Resolution (Associate)
- University of Missouri (B.A., *magna cum laude*, 2010)
 - Philosophy and Classical Humanities
 - Dean's List
 - Sigma Rho Sigma
 - Judicial Peer Advisory Council
 - Kappa Alpha Theta

PROFESSIONAL ACTIVITIES

- Leadership Council on Legal Diversity (LCLD) (Pathfinder Program, 2021;

SERVICES AND INDUSTRIES

Employment and Labor

Internal Investigations and
Regulatory Compliance

Litigation

Education

White-Collar Criminal Defense
and Government
Investigations

Noncompete and Trade
Secrets

Outside Corporate Counsel

ADMISSIONS

Missouri

Illinois

U.S. District Court, Eastern
District of Missouri

U.S. District Court, Western
District of Missouri

U.S. District Court, Western
District of Texas

Mentor)

- Women's Law Association Foundation Board
- Women Lawyers' Association of Greater St. Louis (Board Member, Vice President; Former Secretary)
- Theodore McMillian American Inn of Court (Associate Member)
- Missouri Employment Law Newsletter (Co-Editor)

CHARITABLE AND CIVIC INVOLVEMENT

- Clayton Chamber of Commerce Board of Directors
- Motion for Kids (Volunteer)
- St. Louis Regional Business Council (Mentor)
- Kappa Alpha Theta Fraternity Corporation Board
- Armstrong Teasdale Michael C. Tramble Memorial Scholarship Fund Campaign Committee (Deputy Chair 2019; Co-Chair 2020-present)

ACCOLADES

- *The Best Lawyers in America*® Ones to Watch, Labor and Employment Law - Management (2022-present)
- St. Louis Regional Business Council (Leadership 100, 2020-2021)
- Missouri Lawyers Weekly Women's Justice Awards, Litigation category honoree (2020)
- Completed the Missouri Organization of Defense Lawyers 2018 Trial Academy
- Roscoe Jenkins Award for Excellence in Trial Advocacy (2012, 2013)
- Earned first place in the Attorney General's Cup Mock Trial Competition (2011)
- Earned first place in the ABA Regional Arbitration Competition (2011)
- Earned second place in the ABA National Arbitration Competition (2012)

LANGUAGES

- Farsi

BACKGROUND

Prior to joining the firm, Ida was an associate at another St. Louis area law firm where she worked with municipal clients on a variety of matters, including the application of governmental immunities under state and federal law. She also has extensive experience in criminal law as a former assistant prosecuting attorney for the Greene County Prosecutor's Office in Springfield, Missouri, where she managed over 400 criminal cases.

During law school, Ida clerked for the Missouri Attorney General's Office, the United States Attorney's Office for the Eastern District of Missouri, and prosecuted cases on behalf of the Boone County Prosecutor's Office as a participant in the University of

EXPERIENCE

Successfully Defended University, Individual Against Missouri Human Right Act Claims

Secured a full defense verdict for a university and individual on multiple claims alleging violations of the Missouri Human Rights Act. After a one-week trial in the City of St. Louis Circuit Court, the jury returned verdicts in favor of our client on all counts.

Advised Defense Contractor in U.S. Government Inquiry

Successfully advised a defense contractor in connection with a U.S. Government inquiry, pre-award.

Obtained TRO and Preliminary Injunction in Noncompete Case

Obtained a temporary restraining order and preliminary injunction in federal court for a company against several defendants regarding the violation of noncompete and nonsolicitation covenants and the use of trade secrets in violation of the Defend Trade Secrets Act. Resulted in the return of and destruction of confidential information, a complete victory against the defendants, and favorable resolution of the case.

Summary Judgment for Higher Education Client on MHRA Claims

Obtained summary judgment for a higher education client on Missouri Human Rights Act (MHRA) claims in state court where the claims were based on gender and race discrimination, sexual harassment, hostile work environment and retaliation.

Dismissal for Government Client on FOIA Claims

Obtained dismissal of Complaint alleging Freedom of Information Act (FOIA) violations in Illinois state court for a governmental client.

Summary Judgment for Fortune 100 Company on MHRA Claims

Obtained summary judgment on Missouri Human Rights Act (MHRA) claims in state court for a Fortune 100 company based on untimeliness and failure to exhaust administrative remedies.

Reversal of a Default Judgment

Secured a reversal of default judgment for a large commercial client by demonstrating the original judgment was null and void.

Handled Multiple Investigations of Employment Discrimination, Employee Misconduct and Whistleblower Conduct

Conducted investigations for multiple clients related to complaints of employment discrimination, harassment and other allegations of conduct related to state and federal discrimination laws in addition to allegations concerning employee misconduct and whistleblower activity. Authored comprehensive investigative reports and executive summaries, and presented to executives and board members.

Investigated, Counseled and Presented on Topics Related to Title IX

Conducted investigations concerning alleged violations of Title IX. Assisted in drafting, revising and advising on Title IX policies, and presented trainings to prepare higher education staff to conduct Title IX investigations.

Selected to Assist OIG DHS as Directed by IL Governor in Investigation of Veterans' Home

Selected to assist the Office of the Inspector General for the Department of Human Services (OIG DHS), as directed by Illinois Gov. J.B. Pritzker, in conducting an investigation into the Fall 2020 COVID-19 outbreak at the LaSalle Veterans' Home in LaSalle, Illinois, and in preparing a summary report. To ensure the investigation considered all relevant information, the investigative team spoke with Home personnel, including management and front line staff. In addition, the investigative team interviewed officials with the Illinois Department of Veterans' Affairs, the Illinois Department of Public Health, and the U.S. Department of Veterans Affairs, and reviewed hundreds of documents.

Led Governor-Ordered 35-Day Investigation of Missouri Veterans Homes After COVID-19 Outbreak

Selected to conduct a rapid, independent, external review of seven Missouri Veterans Homes – as ordered by Gov. Michael Parson – to assess their performance and identify what steps, if any, should be taken to improve their management and prevention of COVID-19. Led a 35-day investigation that considered all relevant information, including interviewing 174 individuals including Missouri Veterans Commission (MVC) staff, Veterans, Veterans' families and Missouri government officials; implementing a hotline staffed by attorneys for Veterans' families to voice concerns; reviewing and analyzing hundreds of documents; directing a management and consulting organization serving clients in the long-term care and post-acute care industry, to conduct on-site audits of all seven Homes, following all necessary safety protocols; and issuing early recommendations to the MVC. Compiled and delivered a 53-page summary report and a comprehensive 415-page report, including recommended corrective actions, to state officials.

Decertification of Collective Action, Denial of Class Certification, Partial Summary Judgment in Overtime Misclassification Complaint

Secured collective action decertification and denial of class certification for a client in U.S. District Court for the Eastern District of Missouri, regarding a complaint in which current and former employees asserted overtime claims based on alleged misclassification as exempt employees under the Fair Labor Standards Act and under the wage and hour laws of the states of Missouri and Washington.