

Associate



Alexandra Lapes focuses her practice on all aspects of employment law. She advises and counsels clients on employment policies and procedures to ensure compliance with federal, state, and local employment laws. Alexandra designs HR policies and employee handbooks that are legally compliant and written in a manner that is consistent with an organization's culture. She conducts legal research and prepares strategic solutions/recommendations for disability, accommodation, and compliance related issues. Alexandra also conducts independent workplace investigations of harassment, discrimination, and retaliation concerns.

Alexandra received her J.D. from Elisabeth Haub School of Law at Pace University and her undergraduate degree from New York University. She also attended The Scheinman Institute at Cornell University ILR School where she studied Employee Complaints and Investigations and Advanced Employee Investigations.

HONORS/AWARDS:

- 2020 Pro Bono Partnership's Volunteers of the Year
- 2018 Recipient of The Jackson Lewis Labor and Employment Law Award, Elisabeth Haub School of Law at Pace University

PROFESSIONAL EXPERIENCE:

- Sapir Schragin, LLP, White Plains, NY, Associate, October 2022-October 2023
- Sills Cummis & Gross, P.C., Newark, NJ, Associate, July 2022-September 2022
- Levy Employment Law, LLC Rye, NY, Associate, September 2018-June 2022

EDUCATION:

- The Scheinman Institute, Cornell University ILR School, New York, NY, Employee Complaints and Investigations Part 1 and Advanced Employee Investigations Part 2, Spring 2019
- Elisabeth Haub School of Law at Pace University, White Plains, NY, J.D., May 2018
- New York University, New York, NY, Preston Robert Tisch Center for Hospitality, Tourism, and Sports Management, B.S. in Hotel and Tourism Management, May 2011

BAR ADMISSIONS:

- State of New York
- Supreme Court of New Jersey

PROFESSIONAL ACTIVITIES:

- New York State Bar Association
- New York City Bar Association
- New Jersey Bar Association
- Society for Human Resource Management
- Westchester Human Resource Management Association

RECENT SPEAKING ENGAGEMENTS:

- The New Wage Transparency Laws, from California to Connecticut, Colorado to New York City: Legislative responses to persistent pay inequity and practical considerations, Federal Bar Association CLE Webinar (March 2022)

RECENT PUBLICATIONS:

- NYS and NJ Prohibit Hair and Religious Attire Discrimination, Westchester Human Resource Management Association, Blog, Co-Author <https://whrma.org/blog/id/8> (March 2020)
- NYS Requires New Employee Handbook Updates for Reproductive Health Decisions, Westchester Human Resource Management Association, Blog, <https://whrma.org/blog/id/7> (March 2020)
- What Penalties Can Employers Suffer for Denying Coronavirus-Based Paid Sick Leave Requests?, Westchester Human Resource Management Association, Blog, <https://whrma.org/blog/id/4> (March 2020)