

ALEXANDRA LAPES, ESQ.

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Associate



Alexandra Lapes brings nearly a decade of experience in conducting workplace investigations and advising clients on complex employment matters. She routinely serves as a neutral, third-party investigator in high-stakes employee complaints involving harassment, discrimination, and retaliation. Alexandra's investigative experience spans a wide range of sectors -- including financial services, non-profits, media organizations, and matters involving federal agencies -- equipping her with insight and agility to navigate sensitive, multifaceted workplace issues.

Trained by the Scheinman Institute at Cornell University's ILR School in conducting effective workplace investigations, Alexandra not only leads investigations but also strengthens organizational capacity by auditing investigation processes, training internal teams, and advising on strategy and

best practices.

A thought leader in the evolving intersection of technology and workplace compliance, Alexandra has contributed to forward-looking conversations around artificial intelligence and investigations. She recently led NFC's webinar, *Navigating Trends & Tricky Issues in Investigations*, and served as a panelist at the New Jersey Women Lawyers Association's seminar *Hot Topics in AI, Healthcare, and DEI*, offering practical insights into how AI is reshaping investigation protocols and employer strategies.

Beyond investigations, Alexandra provides day-to-day counseling on a broad range of employment law issues. She works closely with clients to develop compliant, culture-aligned HR policies and employee handbooks, and offers strategic advice on accommodations, disability matters, and workplace compliance challenges. Her approach balances legal rigor with business pragmatism, making her a trusted advisor to employers navigating today's dynamic legal landscape.

Alexandra earned her J.D. from the Elisabeth Haub School of Law at Pace University and holds a B.A. from New York University. Outside the office, Alexandra enjoys spending time on the dance floor, pursuing a passion for ballroom dancing.

HONORS & AWARDS:

- Recognized in *Best Lawyers: Ones to Watch® in America* (2025 - Present)
- Selected to the New Jersey Super Lawyers Rising Stars List (2025 - Present)
- 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)

PROFESSIONAL EXPERIENCE *(Continued)*:

- Levy Employment Law, LLC Rye, NY
 - Associate (September 2018 - June 2022)

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

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, 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
- State of New Jersey
- Supreme Court of New Jersey

RECENT PUBLICATIONS:

- NYS and NJ Prohibit Hair and Religious Attire Discrimination, Westchester Human Resource Management Association, Blog, <https://whrma.org/blog/id/8> Co-Author (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)

SPEAKING ENGAGEMENTS:

- Hot Topics in AI, Healthcare and DEI, NJWLA Diversity Committee Panel Discussion, Florham Park, NJ (June 2024)
- 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, Webinar (March 2022)

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