



LILY J. KURLAND

Attorney

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BIOGRAPHY

Lily Kurland advises employers on all aspects of the employment relationship, including recruitment, hiring, separation, and day-to-day management of employees. In her practice, Lily partners with executives, human resources representatives, and in-house counsel to identify and implement practical solutions for a wide range of businesses. For example, Lily regularly advises clients concerning employment policy design and review, contract negotiations, management training, performance management practices, reasonable accommodations, and employee leave and attendance matters. Lily also advises employers on their government reporting obligations, especially as it relates to federal contractors and subcontractors.

In the area of equal employment opportunity, Lily defends employers against claims involving age, race, sex, sexual orientation, gender identity, national origin, religion, and/or disability discrimination, harassment, and/or retaliation, including working with clients to internally

investigate these claims. Lily's practice also includes advising employers on the development of diversity, equity, and inclusion programs and policies, including training regarding the same.

In the area of wage and hour, Lily assists employers in all aspects of wage and hour law compliance, including implementing compensation policies, classifying positions as exempt and non-exempt, and conducting pay equity audits and remediation efforts.

In addition to her outside counsel experience, Lily served as in-house employment counsel for one of the world's largest publicly traded investment firms.

CIVIC INVOLVEMENT & HONORS

- Missouri Lawyers Media, Up & Coming Award, 2016
- Washington University in St. Louis, Excellence in Oral Advocacy, 2011
- Washington University in St. Louis, Carmody MacDonald Legal Practice Excellence Award, 2011

ADMISSIONS

- District of Columbia, 2019
- Illinois, 2014
- Missouri, 2013
- United States District Courts for the Eastern and Western Districts of Missouri

EDUCATION

Washington University in St. Louis, J.D., *cum laude*, 2013

University of North Carolina at Chapel Hill, B.A., *cum laude*, 2009

RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory

- Cross-border Employment Issues
- Intellectual Property and Technology
- Class Actions & Mass Torts
- Employment Class & Collective Actions

RESOURCES

PUBLICATIONS

- “7 Steps to Complying with New EEOC Pay Data Rules,” *Law360*, 2019
- “A Trying Balance: Determining the Trier of Fact in Hybrid Admiralty-Civil Cases,” *Washington University Law Review*, 2013

SPEAKING ENGAGEMENTS

- Panelist, “Return to the Office: How the Pandemic Has Changed the Retail Experience,” Federal Bar Association – Fashion Law Conference, 2021
- Presenter, “COVID Workplace Vaccine Issues for Employers,” Association of Corporate Counsel - Southern California, 2021
- Presenter, “Looking Ahead to the Biden Administration’s Potential Impact on Employers,” BCLP, 2021

RELATED INSIGHTS

Blog Post

Mar 16, 2022

New OFCCP Directive Shines Spotlight on Federal Contractors’ Pay Equity Audit Obligations

Blog Post

Dec 03, 2021

OFFCP Starts the Clock for New AAP Contractor Portal Compliance

Blog Post

Aug 20, 2021

Update: Last and Final Extension to EEO-1 Report Filing Deadline

Insights

Jun 29, 2021

Update: EEO-1 Report Filing Deadline Extended for 2019 and 2020; New Deadline: August 23, 2021

Blog Post

Feb 10, 2021

US COVID-19: COVID-Related Leave – When Does The FMLA Apply?

Blog Post

Jan 29, 2021

New OFCCP Director Appointment Signals Renewed Focus on Pay Discrimination

Blog Post

Jan 07, 2021

US COVID-19: DOL Issues FMLA, FFCRA Guidance

Blog Post

Dec 28, 2020

US COVID-19: New COVID Relief Bill (including FFCRA Tax Credit Amendments) Becomes Law

Blog Post

Dec 23, 2020

US COVID-19: New COVID Relief Bill Extends Certain FFCRA Tax Credits, But Does Not Mandate Extension of Leave Benefits