SpencerFane®

Sonali Setia

Of Counsel

Contact

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Overview

Sonali Setia advises employers on the day-to-day and strategic employment issues that arise in the workplace, helping management navigate legal risk while supporting business objectives. Her practice focuses on providing practical, responsive counsel on a wide range of federal, state, and local employment laws, including matters involving discrimination, harassment, retaliation, wage and hour compliance, worker classifications, restrictive covenants, accommodations, employee discipline, and separations.

In addition to advising clients on workplace policies and personnel decisions, Sonali drafts and negotiates employment, confidentiality, and separation agreements tailored to each client's operational and legal needs. She also conducts internal workplace investigations, performs wage and hour audits to identify potential vulnerabilities, and develops customized training programs addressing discrimination, harassment, and retaliation prevention for employers nationwide.

When disputes arise, Sonali represents employers and management in employment-related litigation and administrative proceedings before federal and state courts and agencies. She has experience defending claims involving discrimination, retaliation, wrongful termination, and failure to accommodate, and approaches disputes with the same practical, business-oriented perspective that informs her counseling practice.

Education

- St. John's University School of Law (J.D.)
- Boston University, Questrom School of Business (B.S.)

Bar Admissions

- New York

Court Admissions

- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York

Distinctions

- *New York Metro Super Lawyers*, Rising Stars, 2021-2023, 2026