



## Elena Paraskevas-Thadani

Elena focuses on investigations, mediation and training work at byrne-dean. Before that, she practised US labour law for over 20 years and was an equity partner of the largest employment law practice in the world.

Elena successfully represented companies under government investigation, for example by the Department of Labor, Attorney General or the Equal Employment Opportunity Commission. She has represented both employers and employees in complex class actions and discrimination lawsuits.

Elena is an outstanding trainer and has designed and delivered programs across the US on professional conduct, diversity, team-building and other leadership matters. She has conducted hundreds of diversity and inclusion-related sessions as well as compliance training sessions for executives in public and private organisations.

## Experience

**Investigations** – Elena has conducted sensitive workplace investigations for hundreds of companies. Typical issues involve allegations of discrimination, harassment, misconduct or wrongdoing against C-Level and other executives. Elena is an Association of Workplace Investigators Certificate Holder (AWI-CH) and is licensed by New York State as a private investigator.

**Mediation and resolution** – Elena is an experienced mediator and arbitrator and is certified by the United States District Court for the Southern District of New York and by the New York Peace Institute. She specializes in mediating pre-litigation matters when the individuals are still at work. Typical issues include discrimination, whistleblowing, wage and hour disputes, restrictive covenant and class action lawsuits. She serves on the United States District Court Eastern District of New York mediation and arbitration panels.

**1:1 work and coaching** – Elena is a certified executive coach and specialises in working with company leaders, the C-suite and partners in professional services. Typical topics include managing teams effectively, increasing influence and business development.

**Training** – Elena is an experienced trainer having conducted and developed hundreds of Equal Employment Opportunity training sessions on professional conduct, unconscious bias, diversity, avoiding harassment and litigation and other employment compliance topics. Elena's experience gives her instant credibility at all levels, but her approach is not dry and legalistic. She delivers fun, interactive and customized experiences.

**Diversity and inclusion/community** – Elena serves on the Diversity and Inclusion Committee of the Federal Bar Council.

## Qualifications

BA (English, Fordham University)

JD (Fordham University School of Law )

Private Investigator (Licensed by the New York Department of State)

Association of Workplace Investigators Certificate Holder (AWI-CH)

Certified New York State Mediator - licensed in New York, Connecticut and Washington DC

Mental health first aider and trained in D&I