



Stephanie D. Sarantopoulos

Shareholder

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Energy

Overview

Stephanie D. Sarantopoulos represents and counsels employers in all aspects of employment law, including discrimination, harassment, whistleblowing and noncompetition matters.

Stephanie has jury trial experience and appears in state and federal courts, as well as before the Equal Employment Opportunity Commission. She handles claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act

Working predominately with retail clients, Stephanie also regularly advises employers on day-to-day concerns.

Stephanie has given several presentations on overtime laws and employee discipline and documentation and has lectured on various employment and other litigation matters.

Stephanie is a member of Littler Mendelson's Retail Practice Group and also serves on the firm's Associates Committee. She is the firm's representative for the Twin Cities Diversity Practice group and serves as its lead mentor.

Previously, Stephanie worked at a small boutique law firm where she focused on employment matters. In law school, she was director of the Esdaile Moot Court program, vice president of the Health Law Association, and a counselor for the Boston District Court's Battered Women's Advocacy Project.

Professional and Community Affiliations

- Member, Massachusetts State Bar Association
- Member, Minnesota State Bar Association
- Member, Minnesota Women Lawyers
- Director, Continuing Legal Education, New Lawyers Division, Hennepin County Bar Association, 2009-present

Recognition

- Named, Rising Star, Employment Litigation, *Minnesota Law and Politics*

Education

J.D., Boston University School of Law, 1998

B.S., Providence College, 1995, *magna cum laude*

Bar Admissions

Minnesota

Massachusetts

Courts

U.S. Court of Appeals, 8th Circuit

Minnesota Supreme Court

U.S. District Court, District of Minnesota

U.S. District Court, District of Massachusetts

Publications & Press

COVID-19 – A Retail Industry Focus

Littler Insight

March 19, 2020

Deck the Halls and Pack the Malls: 10 Issues for Seasonal Employee Hiring

Littler Insight

November 12, 2019

Minneapolis Follows the State's Lead and Enacts its Own Wage Theft Ordinance

Littler Insight

August 12, 2019

Two New Minnesota Laws Impose Additional Employer Requirements Regarding Employee Social Security Numbers and Review of Personnel Records

Littler Insight

June 8, 2007

Wisconsin Department of Workforce Development, Equal Rights Division Increases Minimum Wage

Littler Insight

May 19, 2005

Speaking Engagements

Getting MN Back to Work - Maintaining a Safe Place to Work and Visit

June 17, 2020

"Stop the Madness! Effective Ways to Protect Your Organization Against FMLA Abuse and Navigate Related Statutes Along the Way"

MRA Federal and Minnesota Employment Law Update, Minnetonka, MN

March 12, 2020

Managing Minefields: Navigating Employment Laws and Management Challenges

TCSHRM February Legal Summit, Minneapolis, MN

February 13, 2020

Agency Perspectives: Understanding & Complying With the New Minnesota and Minneapolis Wage Theft Act

2019 Midwest Employer Conference, Minneapolis, MN

October 3, 2019

Workplace Investigations: A Multidisciplinary Approach to Facing New Challenges, Refining Your Techniques and Managing Evidence

2018 Midwest Employer Conference, Minneapolis, MN

November 8, 2018

You've Been Served: How to Prepare for, Respond to, and (with any luck) Avoid Being Sued

Minnesota State SHRM Conference, St. Cloud, MN

October 15, 2018

Don't Get Wrecked by the Reckoning: How to Respond to Harassment in the Age of #MeToo

Minneapolis, MN

April 19, 2018

You've Been Served: How to Prepare for, Respond to, and (with any luck) Avoid Being Sued

2017 Midwest Employer Conference, Minneapolis, MN

October 26, 2017

Religious Accommodation: Withdrawal Liability Basics and Development

Minnesota State SHRM Conference, Deluth, MN

October 9, 2017

Advocating for Yourself and Others: What Role Does Gender Play?

Women's Leadership Initiative, Minneapolis, MN

April 16, 2017

Current Trends in Workplace Religious Accommodation

2016 Midwest Employer Conference, Minneapolis, MN

October 4, 2016

2012 Midwest Employer Conference

Minneapolis, MN

October 11, 2012

Ironclad Investigation Tactics

Littler Mendelson, Minneapolis, MN

October 11, 2012

Kate Wilson and Stephanie Sarantopoulos to Present at Management Seminar hosted by Hospitality Minnesota

St. Paul, MN

April 19, 2007