



## Ossai Miazad

Partner

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**OSSAI MIAZAD** is Partner and Co-Chair of the [Discrimination and Retaliation Practice Group](#) and is also active in the firm's [Class & Collective Action Practice Group](#) at Outten & Golden LLP in New York. She represents employees in class action and impact litigation aimed at eliminating systemic discrimination. She has experience litigating before federal and state courts and arbitration panels. Ms. Miazad currently serves as plaintiffs' counsel in numerous major class action lawsuits involving challenges to the use of credit and criminal history records for employment decisions. She is also at the forefront of litigating hiring and lending discrimination cases on behalf of non-U.S. citizens, such as individuals with Deferred Action for Childhood Arrivals (DACA) status, Temporary Protective Status (TPS), conditional legal permanent residency or other visa types, who are denied jobs or loans based on their citizenship or [immigration status](#). Her work on the landmark criminal background check case against the U.S. Census Bureau was recognized with the Public Justice 2017 Trial Lawyer of the Year Award. Ms. Miazad has been selected to Super Lawyers 2013 - 2021. She was also designated as a "Next generation lawyer" by The Legal 500 United States for 2017 and 2019-2021.

Ms. Miazad regularly lectures and publishes on employment issues. She is the Co-Editor-in-Chief of "The Uniformed Services Employment and Reemployment Rights Act," published by the American Bar Association's ("ABA") Section of Labor and Employment Law, and serves as co-chair of the ABA's Subcommittee on the Uniformed Services Employment and Reemployment Rights Act ("USERRA"). Ms. Miazad served on the New York City Bar Association's Committee on Civil Rights and as a board member of the New York affiliate of the National Employment Lawyers Association ("NELA").

## **Bar Admissions & Professional Activities**

- Ms. Miazad is admitted to practice law only in New York and Washington, D.C.
- Ms. Miazad is admitted to the following federal courts: The United States District Courts for the Southern District of New York, the Eastern District of New York; and the District of Colorado; and the United States Court of Appeals for the Second Circuit and the Third Circuit.
- Co-chair, Subcommittee on USERRA of ABA Labor and Employment Law Section, Fair Labor Standards Legislation Committee
- Member, ABA Labor and Employment Law Section
- Member, National Employment Lawyers Association and New York affiliate
- Member, New York City Bar Association's Committee on Civil Rights

## **Speaking Engagements**

### **2019**

- Panelist: "Employment - Diversity & Inclusion in the Legal Profession | Hiring and Retaining Top Talent," New York State Bar Association, Law Practice Management Committee Annual Meeting, New York City

### **2015**

- Speaker: "Bringing Employees on Board," Practising Law Institute, Employment Law Institute, New York, NY

### **2014**

- Speaker: "Challenges to Nonselection Screening Devices (Credit History/Ex-Convict Status/Any Viability Left to Beazer?)," NYU 67th Annual Conference on Labor, New York University, Title VII of the Civil Rights Act After 50 Years, New York, NY
- Panelist: "The FMLA and USERRA, An Interactive Q&A Session," ABA Section of Labor and Employment, Federal Labor Standards Legislation Committee Midwinter Meeting, Miami Beach, Florida

## **2013**

- Panelist: "When Soldiers Return: USERRA and Rightful Place REinstatement," ABA Section of Labor & Employment Law, National Conference on Equal Employment Opportunity Law, Savannah, GA

## **2012**

- Speaker: "Wage and Hour Litigation - Part 1," National Employment Lawyers Association, New York affiliate Fall Conference, New York, NY
- Speaker: "USERRA and Re-Employment Rights," American Bar Association, Webinar

## **2010**

- Presenter: "Employment Law Essentials," New York City Bar Association, Presentation on Parental and Medical Leave Law, New York, NY
- Speaker: "Update on USERRA," ABA Section of Labor & Employment, FLSL Mid-Winter Meeting

## **2009**

- Speaker: "Court & Federal Legislative Developments in Employment Law in 2009: What You Need to Know in This Changing Landscape," New York City Bar Association, New York, NY
- Speaker: "Update on USERRA," ABA Section of Labor & Employment, FLSL Mid-Winter Meeting
- Speaker: "FMLA/ADA and USERRA Update," Colorado Bar Association, National CLE Conference, Vail, Colorado

## **2008**

- Speaker: "Applying for Statutory Attorneys' Fees, From A to Z," National Employment Lawyers Association, New York, Fall Conference, New York, NY

## **Awards & Recognition**

- 2019-2021 Legal 500 United States Recommended Labor and Employment Lawyer
- 2017, 2019-2021 Legal 500, "Next Generation" Lawyer
- 2018-2020 Lawdragon 500 Leading Plaintiff Employment Lawyers
- 2013-2021 Selected as a Super Lawyer by Super Lawyers

- 2015, 2019 New York Metro Super Lawyers Top Women