



## **Menaka N. Fernando**

Partner

One California Street  
12th Floor  
San Francisco, CA 94111

T: (415) 638-8800

F: (415) 638-8810

[mfernando@outtengolden.com](mailto:mfernando@outtengolden.com)

**MENAKA N. FERNANDO** is a partner at Outten & Golden's San Francisco office and a member of the firm's [Family Responsibilities & Disabilities Discrimination](#) and [Sex Discrimination and Sexual Harassment Practice Groups](#). Ms. Fernando represents individual employees in negotiation and litigation in a variety of employment matters including sexual harassment, discrimination, retaliation, wrongful termination, family leave, and wage claims, among others. Ms. Fernando also focuses on representing executive and professional employees in negotiating employment, severance, and restrictive covenant agreements. Ms. Fernando employs an extremely client-centered approach to her practice and incorporates each client's unique circumstances and goals to tailor strategies that work best for each individual.

Throughout her career, Ms. Fernando has also been a policy crusader, lobbying and testifying before the California legislature to change the state's employment laws. She is the current Co-Chair of the California Employment Lawyers' Association and has worked on bills to strengthen the state's anti-discrimination laws and harassment laws.

Prior to joining the firm, Ms. Fernando worked at several plaintiff-side employment and civil rights law firms in California. Ms. Fernando received her undergraduate degree from the University of California, Los Angeles in 2005 and her J.D. from UC Hastings College of the Law in 2010.

### **Bar Admissions & Professional Activities**

- Ms. Fernando is admitted to practice law only in California.

- Ms. Fernando is admitted to the following federal courts: The United States District Courts for the Northern District of California, Central District of California; and Eastern District of California.
- Member, California Employment Lawyers Association (CELA)
- Member, Consumer Attorneys of California (CAOC)
- Member, San Francisco Trial Lawyers Association (SFTLA)
- Member, South Asian Bar Association of Northern California

## **Speaking Engagements**

### **2018**

- Speaker: "HIV/AIDS Discrimination in Employment, Beyond Prevention: The Obstacles in Defeating HIV," UC Hastings, Women's Law Journal Annual Symposium, San Francisco, CA

### **2015**

- Moderator: "Religious Discrimination Panel," CELA, Conference, Oakland, CA
- Speaker: "Pregnancy Discrimination Know Your Rights," Seminar, San Francisco, CA

## **Awards & Recognition**

- 2018-20: Northern California Super Lawyers Rising Stars
- 2019: Northern California Women's Edition Rising Stars