

Roxana E. Khan

Partner



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Overview

Roxana E. Khan is a Partner in Lozano Smith's Monterey office. Ms. Khan's practice focuses on public agency issues related to labor and employment and special education. Ms. Khan helps clients utilize preventive measures to abate costly disputes, such as reviewing current policies, practices, and procedures for systemic issues and legal compliance. Ms. Khan has been named to *Super Lawyers* magazine's "Rising Star" list four consecutive years (2013 - 2016).

Experience

Ms. Khan has represented and advised school districts, county offices of education, and mental health agencies in special education legal matters. She has represented K-12 school districts throughout the state in due process matters, federal court appeals, mediations, IEPs, resolution sessions, and the manifestation determination review process.

Ms. Khan has also represented and advised public, private, and non-profit employers in all areas of labor and employment law, including issues pertaining to wage and hour claims, reductions in force, alternative workweek schedules, paid sick leave policies, unemployment claims, wrongful termination claims, misclassification, and the ADA, ADEA, FLSA, FEHA, EEOC, NLRB, and OSHA. Ms. Khan drafts and reviews employee handbooks, policies and procedures, pre-hiring checklists, performance evaluations, independent contractor agreements, employee resident agreements, employment contracts, severance agreements, and lease agreements.

Ms. Khan has litigated single- and multi-plaintiff cases involving sexual harassment, wrongful termination, various types of discrimination, and retaliation; wage and hour class actions; collective actions under the Fair Labor Standards Act; and Private Attorneys General Act lawsuits, in state and federal courts. Ms. Khan has also represented clients in private mediations and before state administrative agencies, including the California Labor Commissioner and the Employment Development Department.

Education

Ms. Khan earned her J.D. from Pepperdine University School of Law, and a B.A. in Anthropology and Religious Studies from University of California, Santa Barbara (*High Honors*).

Community Involvement

Ms. Khan currently volunteers her time as a board member of the Monterey County Women Lawyers Association, and the Central Coast Human Resource Association.

Practices
Special Education
Labor & Employment

Education
J.D., Pepperdine University School of Law
B.A., University of California, Santa Barbara

Admissions
California