



Tyreen G. Torner

Partner

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Tyreen is a member of the firm's Labor & Employment Department. She advises and represents companies in a broad range of employment law matters including:

- Discrimination and harassment lawsuits
- Wage and hour litigation and counseling
- Class actions
- Trade secrets and non-compete agreements
- Employee terminations
- Administrative proceedings and investigations by the Equal Employment Opportunity Commission (EEOC), California Department of Fair Employment and Housing (DFEH), California Labor Commissioner (DLSE), and San Francisco Office of Labor Standards Enforcement (OLSE)
- Appeals of California Labor Commissioner decisions
- Writs and appeals in state and federal courts
- Leaves of absence and California paid sick leave
- Compliance with San Francisco's employment laws, including the Health Care Security Ordinance, Paid Sick Leave Ordinance and Fair Chance Ordinance
- Disability accommodations and the interactive process
- Workplace restraining orders
- Drafting employee handbooks, arbitration agreements and personnel policies
- Workplace investigations and trainings
- New employer counseling, including training on applicable employment laws, guidance through the hiring process, and developing personnel policies and benefit programs

Tyreen's representative successes include:

- Obtained summary judgment in favor of employer and defeated plaintiff's appeal to the Ninth Circuit Court of Appeal in an employment case alleging breach of contract, wrongful termination, race discrimination, harassment and retaliation.

- Obtained summary judgment in favor of employer accused of sex and race discrimination, retaliation and intentional infliction of emotional distress.
- Obtained summary judgment in favor of an employer accused of wrongfully denying medical leave, retaliation and harassment.
- Successfully represented numerous employers at hearings before the California Labor Commissioner resulting in dismissal of claims for unpaid wages.
- Negotiated favorable settlement for employer accused of disability discrimination in mediation with the Equal Employment Opportunity Commission (EEOC).
- Successfully represented employers before the California Department of Fair Employment and Housing (DFEH), the EEOC and other state civil rights agencies resulting in dismissal of claims for discrimination and harassment.
- Authored the opening appellate brief in *Concepcion v. Amscan Holdings, Inc.*, in which the Court of Appeals held in client's favor that it is an abuse of discretion to award attorney's fees and costs in reliance on billing information submitted only for in camera review.
- In a wage and hour class action brought against a small business owner, developed a strategy for minimizing the client's exposure by seeking individual settlements with putative class members and scheduling an early mediation, thus positioning the employer for a favorable settlement at mediation.

Tyreen is the author of *Guide to San Francisco Employment Laws*, a Fox Rothschild e-book, and co-author of *Action Guide: Preparing for Trial*, published by the Continuing Education of the Bar (CEB).

Before Fox Rothschild

Prior to joining Fox Rothschild, Tyreen was an associate at a boutique employment litigation firm in San Francisco, and clerked at Bay Area Legal Aid and Protection and Advocacy, Inc. She also worked as an admission counselor for Smith College.

While at the University of California, Berkeley School of Law, Tyreen served as the Managing Editor of the *Berkeley La Raza Law Journal* and received the Advocacy Award. As an undergraduate, she participated in international study programs in India and Spain.

Beyond Fox Rothschild

Tyreen enjoys interviewing and mentoring prospective college students and attends college fairs and workshops as an admission volunteer for Smith College. In addition, Tyreen is a member of the California Minority Counsel Program's Programming Committee.

Client Resources

e-Books

[Doing Business in California: A Guide for Employers](#)

[Guide to San Francisco Employment Laws](#) (pdf file)

Honors & Awards

- Named a "Northern California Rising Star" by *SuperLawyers* magazine (2013-2017)



Practice Areas

- Labor & Employment
- Employee Privacy & Background Checks
- Employment Counseling, Policy Developments & Audits
- Employment Litigation
- Employment Class Actions
- Employment Training
- Wage & Hour Law
- Unfair Competition & Trade Secrets

Bar Admissions

- California

Court Admissions

- U.S. District Court, Central District of California
- U.S. District Court, Southern District of California
- U.S. District Court, Northern District of California
- U.S. Court of Appeals, Ninth Circuit

Education

- University of California, Berkeley, School of Law (J.D., 2006)
- Smith College (B.A., 1999)

Memberships

- California State Bar, Labor and Employment Section
- California Minority Counsel Program, Program Committee Member
- National Hispanic Bar Association
- The Bar Association of San Francisco
- Smith College Club of the East Bay, Alumnae Admission Coordinator

Languages

- Spanish

In-Person Training

Meet Our Northern California Team of Skilled Attorney Trainers



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California Makes Sexual Harassment Prevention Training Mandatory. We Make It More Effective.

More than ever before, the topic of sexual harassment is dominating the news.

It's time to make sure that your company's sexual harassment prevention training is up to the task.

California law mandates at least two hours of sexual harassment prevention training for supervisory employees in all businesses with 50+ employees. Training must be done within six months of hire or promotion, and every two calendar years.

In-Person Training is More Interactive, Topical and Enjoyable.

On-site training in a group setting with an interactive approach is the ideal method for achieving the goal of a harassment-free workplace.

In-person training can be tailored to your industry and the unique challenges faced by the particular worksite. The examples and stories we use in our training modules will resonate with your staff.

Engaging and interactive sessions are not only more fun, they're also more memorable and therefore make a lasting impression on your staff.

Skilled attorneys are essential to effective training for managerial staff. We can answer questions accurately and back up our information with real-world examples from the cases we have handled.

Fox Rothschild's San Francisco office has a dynamic and talented team of attorneys ready to conduct your training.

Take a break from the online routine, and make sure that your next sexual harassment prevention training is a "wow," not just a check-the-box compliance item.



Online Training



Tyreen advised [Reflection Software](#) in its production of the workplace training series [Preventing Harassment](#).

This three-part series is an online compliance training series. Fox consulted on the content to ensure that it complied with employment laws and labor regulations in California.

Her input helped to create a training product that clients can trust as material that adheres to their local laws.

The training tackles true-to-life scenarios covered in a three-part series:



Fox Rothschild LLP
ATTORNEYS AT LAW

- Respect, Diversity and Inclusion
- Harassment, Discrimination and Retaliation
- Your Role As A Supervisor

View a sample of the training: