



Shawndra G. Jones

Member of the Firm

New York

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SHAWNDRA G. JONES is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the New York office of Epstein Becker Green. She has counseled employers on questions arising at the intersection of technology and the workplace and has spoken extensively on legal and ethical issues associated with social media and other digital platforms.

In addition, Ms. Jones:

- Advises employers on complying with applicable laws, rules, and regulations concerning diverse labor and employment issues, such as family and medical leave, disability accommodation, wage and hour matters, anti-discrimination, and workplace privacy
- Represents clients in labor and employment-related litigation before state and federal courts and administrative agencies
- Drafts or updates provisions for employment applications, employee handbooks, and separation agreements

Ms. Jones has lectured on social media ethics as a guest speaker for a groundbreaking *Technology and the Law* course, created through a partnership between the City University of New York School of Law and the New York State Bar Association. She also co-authored updates to the “Civil Discovery Issues” chapter in Practising Law Institute’s treatise on *Social Media and the Law* in 2018 and 2019.

Before joining Epstein Becker Green, Ms. Jones was an attorney in the New York office of a boutique law firm, where she focused on labor and employment matters, contract disputes, and commercial litigation. She began her career in private practice at a large U.S. law firm, where she worked on commercial litigation matters, including a trade secrets case.

While attending Columbia Law School, Ms. Jones was the editor-in-chief of the *Columbia Journal of Law and Social Problems* and a co-chair of the Student Senate’s Graduation Committee. She also externed at the Office of the New

York State Attorney General in the Internet Bureau and in the U.S. Attorney's Office in the Eastern District of New York and interned for the Honorable George B. Daniels of the U.S. District Court for the Southern District of New York.

After graduating from law school, Ms. Jones served as a law clerk to the Honorable Alvin W. Thompson of the U.S. District Court for the District of Connecticut.

Education

- Columbia University School of Law (J.D., 2008)
 - Harlan Fiske Stone Scholar
 - Editor-in-Chief, *Columbia Journal of Law and Social Problems*
- Yale University (B.A., cum laude, 2005)
 - With Distinction in Psychology
 - Psi Chi, the National Honor Society in Psychology

Bar Admissions

- New York

Practice Areas

- Employment Litigation
- Employment Training, Practices, and Procedures
- Privacy, Cybersecurity, and Data Asset Management
- Social Media and the Workplace
- Trade Secrets & Employee Mobility
- Wage and Hour

Industries

- Financial Services

Court Admissions

- U.S. District Court, District of Connecticut
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

Honors

- National Bar Association's 40 Under 40 Nation's Best Advocates (2016) and Excellence in Innovation (2016) Awards
- The National Black Lawyers – Top 40 Under 40 (New York) (2016)
- Empire State Counsel® Outstanding Pro Bono Volunteer (2016)
- Empire State Counsel® Honoree (2013 and 2015)

Memberships

- American Bar Association (Section of Labor and Employment Law; Center for Professional Responsibility CLE Committee, Former Member)
- American Bar Foundation, Fellow
- Association of Black Women Attorneys
- National Bar Association (Labor and Employment Law Section; Women Lawyers Division)
- New York City Bar Association (Judiciary Committee, Former Member; Former Co-Chair, Diversity in the Judiciary Subcommittee of the now Diversity, Equity & Inclusion Committee)
- New York State Bar Association (Labor and Employment Law Section, Workplace Rights and Responsibilities Committee; Commercial and Federal Litigation Section, Social Media Committee; Women in Law Section; Vice-Chair, Committee on Technology and the Legal Profession, Cybersecurity Subcommittee; Co-Chair, Committee on Continuing Legal Education; Special Committee on Strategic Communications)
- Practicing Attorneys for Law Students Program (Former Mentor)
- Volunteer Lawyers for the Arts

News & Publications

January 6, 2021

#WorkforceWednesday: 2020 in Review and What's to Come in 2021

Employment Law This Week® - Episode 192

September 3, 2020

New York Could Become the First State to Require Cybersecurity CLE

Workforce Bulletin Blog

August 12, 2020

#WorkforceWednesday: Extended Remote Work, Return-to-Work Manager Training, Case to Watch

Employment Law This Week® - Episode 174

February 2020

Companies Using Video Interviews Beware: New Obligations for Positions Based in Illinois

The Computer & Internet Lawyer

October 16, 2019

Companies Using Video Interviews Beware: New Obligations for Positions Based in Illinois

Act Now Advisory

September 20, 2019

Shawndra Jones Quoted in "3 Takeaways from NYSBA's 2019 Tech Summit"

Law.com Legal Tech News

June 3, 2019

Shawndra Jones Featured in "Diverse Leaders to Take Over All 59 of NY State Bar Association's Committees"

New York Law Journal

2019

Social Media and the Law: Chapter 10, "Civil Discovery Issues"

Practising Law Institute

July 2016

Using Technology in the Hiring Process – Should Employers "Like" Social Media?

21 NAT'L B. ASS'N MAG. 28 (co-author)

2008

Setting Their Record Straight: Granting Wrongly Branded Individuals Relief from Sex Offender Registration

41 COLUM. J.L. & SOC. PROBS. 479

2007

State Intervention in the Family: Child Protective Proceedings and Termination of Parental Rights

40 COLUM. J.L. & SOC. PROBS. 485

Events

Who, What, and Where of Virtual Lawyering: Cyber Security and Remote Working

December 3, 2020 at 5:00pm – 5:30pm

Webinar (ET)

Albany Law School: Technology and the Law - Technology Issues Relevant to the Employer-Employee Relationship

November 3, 2020

Employee Oriented Tech: Relevance, Risk, and Reward

October 27, 2020 at 1:00pm – 2:00pm

Webinar (ET)

Social Consciousness at Work: Developing and Implementing Impactful Changes in the Workplace

October 19, 2020 at 1:00pm – 2:00pm

Webinar (ET) - Annual Workforce Management Briefing

2020 Restaurant Legal Summit: Better and Stronger Through Diversity and Inclusion

October 14, 2020 at 3:40pm – 4:40pm

Virtual Event (ET)

NYSBA: “Remote” Lawyering - Competence, Confidentiality, and Supervision Issues

July 17, 2020 at 12:00pm – 1:00pm

Webinar (ET)

NYC Bar: Electronically Stored Information (ESI) & Remote Lawyering - Critical Issues Attorneys Must Know

June 15, 2020 at 12:30pm – 2:30pm

Webinar (ET)

Social Media and the Modern Workplace: How Online Speech Has Transformed the Legal Landscape

March 23, 2020 at 4:00pm – 5:00pm

Webinar (EDT)

National Bar Association: Independent Contractors and the Gig Economy - What Happens Next?

October 25, 2019 at 2:35pm – 3:40pm

Miami, FL

Culture + Compliance + Innovation = HR and Legal's Formula for Tomorrow's Workforce: Epstein Becker Green's 38th Annual Workforce Management Briefing

October 7, 2019 at 8:00am – 4:30pm

New York, NY

NYSBA Tech Summit: Hey Siri, Hey Alexa ... Is This Admissible?

September 19, 2019 at 2:00pm – 2:50pm

New York, NY

NYSBA Bridging the Gap: Cyber Security - Who Owns Your "Personal" Emails and Social Media Data?

August 14, 2019 at 10:35am – 12:00pm

New York, NY

NYSBA: Who Owns Your "Personal" Emails and Social Media Data?

July 30, 2019 at 12:00pm – 1:00pm

Webinar (ET)

NAWL: Social Media and Free Speech - What Can You Do When Your Employees' Speech Impacts Your Company?

July 18, 2019 at 9:15am – 10:15am

New York, NY

Digital Hate Speech and the First Amendment

June 28, 2019 at 1:30pm – 2:30pm

Webinar (ET)

NYSBA: Today's Social Media for Lawyers & In-House Counsel

June 17, 2019 at 9:30am – 12:20pm

New York, NY

New York State Cyber Security Conference: Who Owns Your "Personal" Emails and Social Media Data?

June 4, 2019 at 2:10pm – 3:00pm

Albany, NY

The Ethical Implications of Electronically Stored Information

April 25, 2019 at 1:00pm – 3:00pm

Webinar (ET)

NYSBA: Social Media, Hate Speech, Privacy & the First Amendment

March 14, 2019 at 2:00pm – 2:50pm

New York, NY

NYSBA: Legal Ethics in the Digital Age 2019

March 13, 2019 at 1:00pm – 5:00pm

New York, NY

NYSBA: Using Social Media in Your Practice

March 4, 2019 at 10:00am – 12:00pm

New York, NY

CUNY Law School: Technology and the Law - Social Media Ethics

February 20, 2019

New York, NY

Judicial Clerkship and Internship Forum for Law Students and Practicing Attorneys with the New York City Bar

February 4, 2019 at 6:00pm – 8:30pm

New York, NY

The "Electronic Employee" — Challenges Posed by Social Media and Other Electronic Data

November 2, 2018 at 1:00pm – 4:00pm

New York, NY

Legal Ethics in the Digital Age: What Attorney Competence Means When It Comes to Handling Electronically Stored Information and New Technologies

November 1, 2018 at 1:10pm – 2:00pm

New York, NY

Boardrooms on Edge: HR's Role in Protecting Your Brand's Reputation - Epstein Becker Green's 37th Annual Workforce Management Briefing

October 25, 2018 at 8:00am – 4:15pm

New York, NY

NYSBA Women on the Move 2018: Attorney as Advocate - for Self, Business and Community

October 25, 2018 at 12:30pm – 6:00pm

Larchmont, NY

NYSBA Technology in Your Practice 2018: Ethical Social Media Usage for Solos and Small Firms

April 17, 2018 at 3:20pm – 4:35pm

New York, NY

NYSBA: Introduction to Discovery and Use of Electronic Information

March 14, 2018 at 2:00pm – 5:00pm

New York, NY

NYSBA: Legal Ethics in the Digital Age 2018

March 13, 2018 at 9:00am – 1:00pm

New York, NY

ABA ADR in Labor & Employment Law Committee Midwinter Meeting: Ethical Obligations Regarding Social Media

February 11, 2018 at 8:00am – 9:00am

Clearwater, FL

ALI CLE: Ethics in Litigation

January 16, 2018 at 1:00pm – 2:30pm

Telephone Seminar and Audio Webcast (EST)

NYSBA: Using Social Media in Your Practice – An Overview of Rules, Guidelines & Ethics Opinions New Lawyers Should Know for Compliance

December 13, 2017

New York, NY

NYSBA: Women on the Move 2017: Ethical Speaking – Ethics in Communications

October 26, 2017

Larchmont, NY

NYSBA: Legal Ethics in the Digital Age 2017 (Fall)

October 25, 2017

New York, NY

NYSBA: eDiscovery & the Ethical Duty of Competence

July 20, 2017

New York, NY

NYSBA: Exploring the Ethical Implications of Social Media Use – Lessons to Be Learned from the 2017 Updated NYSBA Social Media Ethics Guidelines

June 1, 2017

New York, NY

ALI CLE: The Ethical Implications of Electronically Stored Information

March 31, 2017

Philadelphia, PA

NYSBA: Legal Ethics in the Digital Age 2017

March 30, 2017

New York, NY

PLI: The Ethics of Electronic Information 2016 - Competence, Confidentiality and Other Ethical Conundrums

November 2, 2016

New York, NY

Fordham Law School: Behaving Ethically While Being Social - Professional Responsibility & Social Media

April 14, 2016

New York, NY

NYSBA: Laying the Foundation - Review and Use of Evidence from Social Media - Getting Your Evidence In

January 20, 2016

Albany, NY

NYSBA: Social Media Defamation - What You Tweet Can Get You Sued

December 2, 2015

New York, NY

NYSBA: Social Media Defamation - What You Tweet Can Get You Sued

July 22, 2015

New York, NY