



Simone M. Leonard

Associate

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Simone is a labor and employment litigator with significant experience representing employers of all sizes in single- and multi-plaintiff disputes under California's Fair Employment and Housing Act (FEHA) and related statutes. She defends clients in wage and hour, wrongful termination, discrimination, harassment and retaliation matters, handling all aspects of litigation from inception through resolution.

Simone has a robust law and motion practice, frequently briefing and arguing complex procedural and substantive issues in state and federal court. She also represents employers before administrative agencies including the California Labor Commissioner's Office, the Civil Rights Department (CRD) and the Equal Employment Opportunity Commission (EEOC).

Simone also conducts neutral third-party workplace investigations, advises local and national employers on compliance and risk management, and counsels on severance agreements and personnel policies.

Focused on labor and employment since law school, Simone has spent nearly a decade tracking changes in California workplace law. She has a detailed knowledge of how these laws have evolved and valuable insight into where they may be headed, which she leverages to the benefit of her clients.

Services

- Labor & Employment
- ADA Title III Disability Access
- Employment Class Actions
- Employment Litigation
- Trade Secrets & Restrictive Covenants
- Wage & Hour Compliance

Before Fox Rothschild

Simone joined us after practicing at two litigation-focused boutique law firms in San Diego County.

While earning her law degree, she clerked with the Labor & Employment Group of a boutique law firm, as well as in the legal department of a major pet supply retailer, working under the Assistant General Counsel, Employment. Simone also interned in the University of San Diego Civil Litigation Center, was a national moot court competitor and executive member of the Appellate Moot Court Board, as well as President of the school's Advocates for Children and Education group.

Bar Admissions

- California

Court Admissions

- U.S. District Court, Central District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California

Education

- University of San Diego School of Law (J.D., *with honors*, 2019)
- Boston University (B.A., *with honors*, 2015)

Memberships

- San Diego Defense Lawyers Association
- National Bar Association
- Lawyers Club of San Diego
- National Employment Law Council
- California Lawyers Association

Languages

- Spanish

Honors & Awards

- National Employment Law Council Academy Fellow, 2022
- San Diego County Bar Association Diversity Fellow, 2017