Chloe Shortz

She | Her | Hers

Associate

Rochester

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Education

- Syracuse University College of Law, *Syracuse Journal of Science and Technology Law*, Lead Articles Editor, JD
- Miami University, BA

Practices & Industries

- Labor & Employment
- Higher Education

Admitted to Practice

- New York

Court Admissions

- US District Court for the Northern District of New York
- US District Court for the Western District of New York

Biography

Chloe concentrates her practice on labor and employment matters, routinely counseling employers on a variety of business-related issues, including employment agreements; restrictive covenants, including confidentiality, noncompetition, and nonsolicitation agreements; employee handbooks and employment policies; settlement and separation agreements; and general compliance with federal, state, and local labor and employment laws.

Chloe also represents clients in response to workplace investigations by state and federal agencies, including the New York State Division of Human Rights and the Equal Employment Opportunity Commission. Additionally, she serves as counsel in employment-related litigation in state and federal court and administrative proceedings.

In addition to her practice, Chloe serves on the Rochester office Opportunity, Inclusion & Belonging Leadership Team.

Bar Associations

- New York State Bar Association
- Monroe County Bar Association

Selected Memberships & Affiliations

- Greater Rochester Association for Women Attorneys

Representative Experience

- Assisted in the representation of a medical center in a disability and domestic violence victim status discrimination

claim filed by an employee with the New York State Division of Human Rights and the United States Equal Employment Opportunity Commission. The claims were dismissed, finding no basis for the claims and indicating that the employer articulated legitimate business reasons for its actions, which the employee failed to rebut.

- Assisted in the representation of a Central New York not-for-profit health system in a disability discrimination claim before the New York State Division of Human Rights and the United States Equal Employment Opportunity Commission. The New York State Division of Human Rights issued a no probable cause determination.

Prior Experience

- Law Offices of Pullano & Farrow, PLLC, Associate
- Syracuse Elder & Health Law Clinic, Student Attorney
- Ryan & Sayers, LLC, Legal Intern

Selected Honors

- *Best Lawyers: Ones to Watch in America*®: Litigation – Labor and Employment, 2027
- Monroe County Bar Association, Leadership Academy, 2026

Selected Alerts & Blog Posts

- Amendment to the New York Trapped at Work Act Provides Employers With Clarity and Time to Comply
- US Department of Education Drops Appeal Against Federal Court Case Blocking Enforcement of Anti-DEI Directives
- New York State Enacts the Trapped at Work Act to Prohibit "Stay or Pay" Agreements
- Federal Judge Halts DOE's Crackdown on Diversity Programs
- United States Department of Justice Issues Antidiscrimination Guidance to Federal Funding Recipients