

Darius Rohani-Shukla

Associate

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📍 [Washington, DC](#)



Darius Rohani-Shukla is an Associate in the firm’s Labor & Employment and OSHA & Workplace Safety Practices in Washington, DC.

Labor & Employment

Darius represents and advises clients on a wide range of employment matters, including:

- Hiring and termination of employees
- Compliance with employment discrimination laws
- Negotiating and drafting employment agreements
- Restrictive covenants
- Wage and hour disputes
- Americans with Disabilities Act (ADA)
- Theft of confidential information/trade secrets

Workplace Privacy & Data Protection

Darius has deep experience in workplace privacy, counseling clients on developing and implementing privacy policies and workforce notices, data retention and deletion programs, and privacy impact assessments. He provides legal and strategic guidance on managing privacy risks across varied business contexts, including:

- Employee privacy and electronic monitoring programs
- Biometric, health, and location data collection and use
- Background checks and employee profiling
- Workplace investigations
- Implementation of AI and machine learning technologies in workforce management
- Automated decision-making and algorithmic systems in employment practices
- Compliance with federal, state, and local privacy laws
- Drafting and negotiating data processing and transfer agreements
- Vendor risk management and due diligence
- Online and mobile tracking in the employment context

- Cybersecurity policy development and incident response planning
- Regulatory inquiries and audits

OSHA & Workplace Safety

Darius also counsels and represents employers on the full range of federal OSHA and State OSH Plan legal services, including:

- Compliance with OSHA rules and standards
- OSHA inspections, investigations, and enforcement actions
- Workplace safety policies and procedures

Speaking Engagements

Darius also frequently presents on a variety of topics for the firm's [OSHA Webinar Series](#) and [Labor & Employment Webinar Series](#).

Affiliations

- Member, International Association of Privacy Professionals (IAPP) (2021 – Present)

Education

- J.D., William & Mary School of Law, 2017
- B.A., The Pennsylvania State University, 2012

Admissions

- District of Columbia
- Virginia