

Snell & Wilmer



Marian Zapata-Rossa

Partner | Phoenix

Tel. 602.382.6355

mzapata-rossa@swlaw.com

Main Bio

Marian Zapata-Rossa is licensed in Arizona, California, and on the Navajo Nation. She defends employers against discrimination, harassment, and retaliation claims, and represents employers in disputes involving employment agreements, restrictive covenants, and non-compete agreements. Marian litigates both single plaintiff and class action employment lawsuits, including wage and hour, and prevailing wage claims, and helps employers resolve administrative matters before numerous state and federal government agencies.

Marian also advises employers on all aspects of the employer-employee relationship with a focus on providing clients with business-oriented solutions to identify and mitigate risk and support diversity and inclusion. To this end, Marian conducts workplace investigations, including under Title VII, Title IX, and various whistleblower statutes. She has also trained thousands of managers and employees on preventing harassment, discrimination, and retaliation in the workplace.

In addition, Marian counsels employers and human resources professionals on best practices for handling day-to-day employment issues, including hiring, employee discipline, paid sick time, leaves of absence, wage and hour compliance, terminations, and whistleblower liability. Marian routinely drafts employment agreements, policies, and handbooks, and keeps her clients abreast of current trends and the latest developments in local, state, and federal employment laws.

In addition to her normal areas of practice, Marian is a member of the firm's Coronavirus (COVID-19) Response Team, an interdisciplinary team of lawyers, formed quickly after recognizing the complex legal issues that businesses would confront as a result of the coronavirus. This group has issued legal alerts and newsletters on the topic and has hosted multiple webinars to address a range of concerns. The group remains committed to monitoring the issues and bringing as much clarity and guidance to clients as possible. More information is available in the [COVID-19 Resource Center](#).

Education

- Howard University School of Law (J.D., cum laude, 2007)
 - Trustee Merit Scholar
 - Huber I. Brown Trial Advocacy Moot Court Team (Co-Captain)
 - Dean's Fellow
 - Law Clerk for Administrative Judge Gladys O. Collazo at the U.S. Equal Opportunity

Commission (2004-2005)

- The Ohio State University (B.A., cum laude, 2002)

Professional Memberships & Activities

- State Bar of Arizona
 - Bar Leadership Institute Class IV
 - Minority Bar Convention, Co-Chair (2010)
- Los Abogados Bar Association
 - Board Member (2017)
 - Vice President (2012-2013)
 - Treasurer (2010-2012)
- Maricopa County Bar Association
 - Young Lawyers Division Board Liaison (2009)
- American Bar Association
- Hispanic National Bar Association
- National Employment Law Council (NELC)

Representative Presentations & Publications

- "Telecommuting as a Reasonable Accommodation under the ADA: Case Review and COVID-19 Impact," Co-Presenter, 2020 Arizona Annual Bar Convention (December 3, 2020)
- "Diversity and Inclusion in the 2020 Workplace," Co-Presenter, Financial Executives and Affiliates of Tucson (November 12, 2020)
- "[Voting Rights – Key Questions for Employers](#)," Co-Author, Snell & Wilmer Legal Alert (November 2, 2020)
- "The World Has Changed: Legal Considerations for Organizations Returning to the Workplace or Managing a Remote Workforce," Co-Presenter, Southwest Nonprofit Conference (October 28, 2020)
- "[Eligibility for Families First Coronavirus Response Act Leave Under Different School Reopening Models](#)," Co-Author, Snell & Wilmer Legal Alert (August 31, 2020)
- "Telework Accommodations Under the ADA," Presenter, Snell & Wilmer 2020 Year-End CLE Series (August 18, 2020)
- "[Employees' Refusal to Work Over Coronavirus Concerns](#)," Co-Author, Snell & Wilmer Legal Alert (May 14, 2020)
- "[Reopening and Returning to Work](#)," Presenter, Snell & Wilmer Telephone Presentation (May 6, 2020)
- "[Updated EEOC Guidance for Employers Permits Testing for COVID-19](#)," Co-Author, Snell & Wilmer Legal Alert (April 30, 2020)
- "[Families First Coronavirus Response Act: Summary of the Employment Provisions of the New Law](#)," Co-Author, Snell & Wilmer Legal Alert (March 19, 2020)
- "[Paid Sick Time Under the Families First Coronavirus Response Act](#)," Author, Snell & Wilmer Legal Alert (March 16, 2020)
- "[New CROWN Laws: Natural Hair and Protective Hairstyles in the Workplace](#)," Co-Author, Snell & Wilmer Legal Alert (January 8, 2020)

- "Where Has the #MeToo Movement Taken Us?" Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 6, 2019)
- "[No Crystal Ball for the ADA: Future Disabilities Not Protected Under Act](#)," Co-Author, Snell & Wilmer Legal Alert (November 5, 2019)
- "[Proposed New FMLA Forms Under Review](#)," Author, Snell & Wilmer Labor and Employment Law Blog (August 24, 2019)
- "[Construction Industry Update Regarding Marijuana: Arizona and Nevada Laws Continue to Evolve](#)," Co-Author, Snell & Wilmer Under Construction Newsletter (July 2019)
- "[Let's Get Out of the Weeds; Understanding Arizona's Medical Marijuana Laws](#)," Co-Author, Snell & Wilmer Legal Alert (February 27, 2019)
- "Sexual Harassment Law in the #MeToo Era," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- "[How the #MeToo Movement Has Shifted the Legal Landscape and What Businesses Are Doing About It](#)," Co-Author, Snell & Wilmer Workplace Word (October 12, 2018)
- "Top 10 Labor & Employment Updates for In-House Counsel In-the-Know," Presenter, Last Chance CLE Opportunity, Snell & Wilmer, Phoenix, AZ (June 2018)
- "Religion and the Workplace: Navigating the Issues for Employers and Employees," Presenter, State Bar of Arizona Annual Convention 2018, Chandler, AZ (June 28, 2018)
- "Point72 Complaint Ignites Discussion on Relevant Fact in Hostile Environment Lawsuit," Quoted, The Hedge Fund Law Report, (March 22, 2018)
- "#MeToo Sexual Harassment and Arizona's Paid Sick Time Law," Co-Presenter, Labor & Employment Law Update, Snell & Wilmer, Phoenix, AZ (March 2018)

Professional Recognition & Awards

- [Phoenix Business Journal, 40 Under 40 Award](#) (2018)
- [Hispanic National Bar Association, HNBA Top Lawyers Under 40 Award](#) (2018)
- [Latina Mentoring Project, Latina Leader of the Year](#) (2018)
- Southwest Super Lawyers[®], Rising Stars Edition, Employee Litigation: Defense (2014-2018)
- 20 People to Know in Law, Phoenix Business Journal (2016)
- Los Abogados Emerging Leader Award Recipient (2016)
- Arizona's Top Lawyers, Arizona Business Magazine (2014)
- Appointed by Arizona Supreme Court Chief Justice Rebecca White Berch to serve on the Commission on Minorities in the Judiciary (2012-2016)
- Forty Hispanic Leaders Under 40 Honoree (2011)

Community Involvement

- Latina Mentoring Project (LMP), Mentor Attorney (2009-2018)
- Xico, Inc.
 - Board of Directors, Vice President
- A Day for Downtown, Volunteer
- Volunteer Lawyers Program, Volunteer Attorney

- Wills for Heroes

Other Professional Experience

- Quarles & Brady LLP, Partner
- U.S. Congressional Hispanic Caucus Institute Fellow

Bar Admissions

- Arizona
- California
- Navajo Nation

Court Admissions

- Supreme Court of Arizona
- Supreme Court of California
- United States District Court, District of Arizona
- United States District Court, Central District of California
- United States District Court, Eastern District of California
- Tribal Courts of the Navajo Nation