



Nandini Sane

Member

Houston

nsane@cozen.com | (832) 214-3962

Nandini is a labor and employment litigator. She assists employers in all areas of labor and employment law, including providing advice and counsel to managers and human resource professionals, and representing employers before state and federal courts, the Equal Employment Opportunity Commission, the U.S. Department of Labor, and other governmental agencies. She is Board Certified in Labor and Employment Law by the state of Texas.

Prior to joining the firm, Nandini practiced employment law at a Houston law firm, was an intern at the Equal Employment Opportunity Commission and at the National Labor Relations Board and was a judicial intern for the Honorable Karen Wells Roby, U.S. Magistrate Judge for Eastern District of Louisiana.

Nandini earned her bachelor's degree from Texas A&M University and earned her law degree from the University of Houston Law Center. During law school, Nandini was the president and founder of the Labor & Employment Law Society, student attorney and mediator for the Civil Clinic and Mediation Clinic and president of South Asian Law Students Association. Nandini was also a finalist in the Lorance & Thompson Negotiation Competition, ABA Regional Arbitration Competition, and ABA Regional Client Counseling Competition.

Experience

Obtained dismissal of an employment discrimination case, brought against a car dealership by a pro se plaintiff, on the grounds that the claims were frivolous and time-barred.

Obtained dismissal of a case against a Fortune 100 grocery client bringing claims of age and race discrimination, hostile work environment, and retaliation under Title VII and the Age Discrimination in Employment Act.

Obtained dismissal of an employment discrimination suit brought against a retail client by a former employee who was terminated after she failed to return from medical leave. This result was affirmed by the U.S. Court of Appeals for the Fifth Circuit.

Won summary judgment for the employer in case involving claims under the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Tennessee Human Right Act brought by a plaintiff alleging that his employment was terminated due to his age and his association with his disabled daughter, and also in retaliation for his complaints about age and associational discrimination.

Won summary judgment for a retail client in a case in which the plaintiff brought claims of retaliation and gender, age, and disability discrimination after her employment was terminated on the grounds of her insubordination.

Won summary judgment for the employer in a case, brought by a plaintiff with a history of filing complaints and grievances against the client, in a case centering on claims of discrimination, retaliation, and hostile work environment.

Won summary judgment for a large grocery retailer in an employment discrimination case in the U.S.

Practice Areas

- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes
- Trade Secrets, Restrictive Covenants, and Computer Abuse

Industry Sectors

- Retail

Education

- University of Houston Law Center, J.D., 2014
- Texas A&M University, B.A., 2011

Bar Admissions

- Texas

Court Admissions

- Texas Supreme Court
- U.S. District Court -- Southern District of Texas

Affiliations

Houston Bar Association

State Bar of Texas

Texas Young Lawyers Association

Awards & Honors

- Best Lawyers in America Ones to Watch 2021-2025
- Texas Super Lawyers, Rising Stars 2022-2024
- Houstonia Magazine Houston's Top Lawyer 2021

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P: (832) 214-3962 | F: (832) 214-3905

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District Court for the Western District of Louisiana. The plaintiff was fired after several inappropriate interactions with coworkers, and was pregnant at the time of her termination. She brought claims of discrimination and retaliation under the Pregnancy Discrimination Act (PDA) and Louisiana's employment discrimination law. Our team established that the plaintiff did not meet her burden to show that the client failed to accommodate her but did accommodate other similarly situated employees, and we further established that the client had a nondiscriminatory reason for terminating the plaintiff's employment.