



Diana H. Givand

Of Counsel
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Diana focuses her practice on traditional labor and employment litigation and counseling. She regularly counsels employers on day-to-day business and personnel matters, including hiring and firing decisions, discipline, workplace investigations, the protection of trade secrets, enforcement of non-compete agreements, and compliance with various state and federal employment and traditional labor laws including Title VII, the ADA, FMLA, ADEA, FLSA, and the NLRA. She works with Human Resources Departments, individual managers and supervisors, as well as In-House Counsel to analyze each labor or employment issue and strategize the best course of action, including implementing and revising workplace policies and procedures to ensure best practices and legal compliance. Diana also represents both unionized and non-unionized employers in state and federal courts, before the EEOC, the Ohio Civil Rights Commission, the NLRB, and other administrative agencies, and in arbitration proceedings.

Diana is adept at assessing workplace problems and working proactively with employers to create solutions. Her diverse experience serving as both management-side and employee-side counsel in labor and employment matters has given her a unique and well-rounded perspective to guide employers through difficult employment issues and to help companies manage risk and avoid unfair labor practice and employment discrimination charges.

Prior to joining the firm in the D.C. Office, Diana most recently worked for the United States House of Representatives as in-house, employee-side counsel, assisting employees of the House in obtaining workplace accommodations and medical leave, addressing issues of workplace discrimination and harassment, safety, unequal pay, and misclassification and overtime, all while avoiding formal ADR processes or litigation. Before working for the U.S. House of Representatives, Diana worked for the firm in its Columbus, Ohio office, practicing in the areas of labor and employment law as well as general business and commercial litigation. Earlier in her career, Diana served as a judicial law clerk to Judge John D. Holschuh of the United States District Court for the Southern District of Ohio.

Services

- Litigation
- Employment

- Labor
- Audits, Counseling & Training
- Employment Discrimination Litigation
- Labor Arbitrations
- NLRB Issues
- Wrongful Discharge

Education

- Capital University School of Law (J.D., *summa cum laude*, 2009)
 - Order of the Barristers
 - Order of the Curia
 - Capital University Law Review
- The Ohio State University (B.A., *summa cum laude*, 2005)
 - Criminology and Political Science

Bar Admissions

- Ohio
- District of Columbia

Court Admissions

- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Eastern District of Michigan

Publications

October 7, 2022

NLRB Revives Obama-Era Rule: Union Dues Deductions Must Continue After Labor Contract Expiration