

## Claire Norman

### Associate



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Labor and Employment

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Palo Alto

Claire represents and counsels clients on a broad range of employment law issues – including advising employers in hiring, best practices and policies, and employee separations. She routinely researches federal, state and local laws regarding workplace regulations, discrimination, harassment, leaves of absence, reductions in force, and wage and hour issues. Additionally, her litigation practice includes representing employers in state court litigation, arbitration and mediation. Claire's experience also involves litigating individual claims, as well as representative actions, California Private Attorneys General Act (PAGA) actions, and matters before various state agencies.

While at the University of California, Hastings College of the Law, Claire externed at the US District Court for the Northern District of California and worked as a summer associate and law clerk for Cooley. She also helped and mentored law students as a teaching assistant for criminal law and legal research and writing courses. Claire received numerous CALI Excellence for the Future Awards for her academic performance in various classes, such as Appellate Advocacy, Negotiation, Civil Procedure II and Domestic Violence Law. During her undergraduate studies at Chapman University, where she double-majored in political science and peace studies, Claire served as a research assistant for multiple professors, working on various projects relating to political ideology and domestic terrorism.

### Education

University of California, Hastings College of Law  
JD magna cum laude, Order of the Coif, 2022

Chapman University  
BA summa cum laude, 2019

### Admissions & Credentials

California

### Memberships & Affiliations

The State Bar of California