



# LORNA HEBERT

Partner  
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Lorna is a senior attorney with extensive experience in complex employment and labor matters, higher education, K-12 education, workplace investigations and litigation. For nearly 30 years, as both in-house and outside counsel, Lorna has advised clients, senior leaders and business partners on a wide range of employment matters, including workplace investigations, dispute resolution, domestic and international hiring, performance management, promotion, evaluation, and discipline, including terminations, separations, non-renewals, reorganizations, reductions in force, accommodations, employee leaves, benefits administration, wage and hour issues, workers compensation, unemployment, discrimination claims, policies and procedures, and training.

As a litigator, Lorna has directly handled and/or oversaw a full spectrum of legal matters, including those involving discrimination, torts, contracts, Title IX, and civil rights. Her experience spans all phases of state and federal court advocacy, including bench trials and jury trials, as well as representation at the Massachusetts Supreme Judicial Court. Lorna also has represented many employers at numerous administrative agencies, such as the Massachusetts Commission Against Discrimination, the Equal Employment Opportunity Commission, the Office for Civil Rights, the Civil Service Commission, the Division of Labor Relations and the National Labor Relations Board.

## **EDUCATION**

Suffolk University School of Law, J.D.,  
*cum laude*  
University of Massachusetts, Amherst,  
BBA

## **SECTORS AND SERVICES**

[Employment & Labor](#)  
[Managing Outside Counsel & Litigation](#)

## **CREDENTIALS**

### **Bar Admissions**

Massachusetts  
U.S. First Circuit Court of Appeals  
U.S. District Court, District of  
Massachusetts

Lorna comes to Outside GC from Northeastern University, a global research university with campuses in several states, as well as in Toronto, Vancouver and London. While at Northeastern, Lorna led the employment and litigation team in the Office of the General Counsel and co-led major University projects in support of the University's mission and goals. Lorna also engaged in all aspects of labor relations, including union organizing campaigns, negotiating collective bargaining agreements, administering union contracts, grievances and arbitrations. Additionally, she provided advice on a broad range of legal issues involving students, research, and international matters, among others areas.

Prior to working at Northeastern, Lorna was an associate at Murphy, Hesse, Toomey, & Lehane, where she practiced in the areas of employment and labor law, K-12 education and litigation, representing mostly public employers such as school committees, municipalities and housing authorities. Before entering the legal profession, Lorna was a Certified Public Accountant and worked for an international public accounting firm providing services to clients in the manufacturing, retail, banking, financial, health care, educational and governmental industries. Together, Lorna's background as a Certified Public Accountant and litigator have contributed to her unique ability to handle employment matters with an eye toward achieving the desired business objective, while reducing risk to the lowest extent possible.

Lorna graduated Cum Laude from Suffolk University Law School. She earned a Bachelor's of Business Administration, with Honors, in Accounting from the University of Massachusetts, Amherst. Lorna is admitted to the Bar in Massachusetts, the United States District Court, District of Massachusetts, and the First Circuit Court of Appeals.

Lorna loves the outdoors. In her free time, she likes to go hiking, kayaking, boating, snowmobiling and staying fit with Zumba. Lorna's passion, however, is traveling. She is on a quest to cross off her bucket list destinations.