



SARAH BIRAN

Partner

sbiran@outsidegoc.com

Sarah Biran is an accomplished employment lawyer with nearly thirty years of experience in private practice and in-house. Sarah advises clients across industries on all aspects of the employment relationship, including pre-employment considerations in recruitment and hiring, performance management, succession planning, terminations, and reorganizations, with a focus on understanding her client's business in order to identify issues and solve problems with efficiency. She regularly drafts employment agreements, employee handbooks and policies, separation agreements, confidentiality agreements, and contractor agreements; investigates and responds to pre-litigation demands and charges; and conducts internal investigations relating to complaints of discrimination and harassment.

Sarah began her career at O'Melveny & Myers LLP in Los Angeles and Washington, DC immediately after completing her judicial clerkship with the Honorable David F. Levi of the Eastern District of California. She then worked in the general counsel's office at Yale University, where her practice covered a wide range of issues, including employment, labor, and research compliance.

EDUCATION

Stanford Law School, J.D.
Williams College, B.A., *magna cum laude*

SECTORS AND SERVICES

[Employment & Labor](#)

[Managing Outside Counsel & Litigation](#)

CREDENTIALS

Bar Admissions

California
Connecticut
Maryland
Washington D.C.

Sarah has specialized in employment law for more than 15 years, both at an employment law boutique and a national labor and employment law firm. In addition to her significant advice and counsel practice, she successfully defended clients in state and federal courts, the Equal Employment Opportunity Commission and similar state agencies, such as California's Department of Civil Rights (formerly Fair Employment and Housing), the Pennsylvania Human Rights Commission, the Illinois Human Rights Commission, and the Connecticut Commission on Human Rights and Opportunities. She also has significant experience finding ways to resolve disputes at an early stage through mediation and negotiated settlements. Sarah has worked with clients across a range of industries, including aviation, food service and facilities management, and software and engineering consulting. Her clients have included publicly traded companies, start-ups, family medical practices, and mid-sized enterprises.

Sarah is admitted to practice in California, Maryland, Washington, DC, and Connecticut. She received her J.D. in 1996 from Stanford Law School, where she was Managing Editor of the Stanford Law Review.

Beyond work, Sarah and her husband live outside of Annapolis, Maryland, along with two daughters, two cats, and one furry Bernese Mountain dog. Sarah enjoys cooking and reading, can often be found swimming in a pool or open water, and is a huge tennis fan (but hopeless player).