



## Cecilia Romero

Partner

222 South Main Street, Suite 2200, Salt Lake City, UT 84101

P 801.799.5864

[cmromero@hollandhart.com](mailto:cmromero@hollandhart.com)

**Cecilia Romero is a seasoned employment and commercial litigator representing and defending companies in litigation matters in federal and state court on harassment, discrimination, disability, retaliation, medical/military leave, wage and hour, non-competes, breaches of fiduciary duties, and breaches of contract.**

In addition to her litigation work, Cecilia investigates and responds to charges of discrimination, harassment and retaliation filed with the EEOC and UALD.

She is a trusted adviser, counseling companies on all employment aspects including hiring, training, terminations, severance agreements, policy creation and implementation, employment contracts and leaves under the ADA and FMLA.

### PRACTICES

Commercial Litigation  
Labor and Employment  
Employment Litigation and Class Actions  
Accommodations, Disabilities, Leaves

### EDUCATION

University of Utah, B.A., 1998  
University of Michigan, 1996  
Arts and Science  
University of Utah College of Law, J.D., 2002  
Note and Comment Editor, *University of Utah Law Review*  
William H. Leary Scholar  
President of Native American Law Students Association

### BAR ADMISSIONS

Utah

### PUBLICATIONS

"Federal Appeals Court Rules Sexual Orientation Discrimination Violates Title VII," *Employers' Lawyers Blog*, March 7, 2018

"Utah Non-Compete Bill Fails to Pass the House," *Holland & Hart News Update*, Co-Author, February 17, 2017

"EEOC Revises Its Proposal To Collect Pay Data Through EEO-1 Report," *Holland & Hart News Update*, 7/13/2016

"Utah Adds Sexual Orientation and Gender Identity to Anti-Discrimination Laws," *Holland & Hart News Update*, Co-Author, 3/17/2015

### SPEAKING ENGAGEMENTS

"Understanding and Preventing Sexual Harassment and Discrimination in the #MeToo World," *Weber County Bar Association*, January 26, 2018

"Lessons Learned from Wage & Hour Litigation," *Intermountain Compensation & Benefits Association*, November 8, 2017

"Drugs, Alcohol, and the Workplace: Essential Tips For Employers," *Holland & Hart 2017 Utah Employment Law Breakfast Briefing Series*, June 21, 2017

"Effective and Enforceable Severance & Release Agreements," *MSEC*, January 25, 2017

"Keeping Up with EEOC Initiatives," *Holland & Hart 2016 Utah*

*Employment Law Breakfast Briefing Series, Co-Presenter, Salt Lake City, UT, July 13, 2016*

*"Five Things Every Utah Attorney Should Know About Employment Law," Co-Presenter, Utah State Bar Summer Convention, July 8, 2016*

*"Legal Clinic," Salt Lake Community College Goldman Sachs 10,000 Small Business Program, 2016*

## **RECOGNITION**

- *Chambers USA: America's Leading Lawyers for Business, Labor & Employment, 2017-2018*
- Fellow, The Litigation Counsel of America, A Trial Lawyer Honorary Society, 2015-present
- Lexology and International Law Office, Client Choice Award, Employment & Benefits in Utah, 2018
- Hispanic National Bar Association (HNBA) "Top Lawyers Under 40," 2015
- Utah State Bar Association, Raymond S. Uno Award for the Advancement of Minorities in the Legal Profession, 2013
- *The Best Lawyers in America*® Lawyer of the Year, Litigation - Labor and Employment – Salt Lake City, 2019
- *The Best Lawyers in America*® Employment Law – Management, Litigation – Labor and Employment, 2013-2019; Commercial Litigation, 2019
- Mountain States Super Lawyers®, "Top 50 Women"
- Mountain States Super Lawyers®, Business Litigation, 2012, 2014-2016; Employment Lit: Defense, 2017, 2018
- Mountain States Super Lawyers® Rising Stars, Business Litigation, 2008, 2009, 2011
- *Utah Business Magazine*, "30 Women to Watch," 2010
- *Utah Business Magazine*, Utah Legal Elite, 2006-2018

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Utah Society for Human Resource Management (SHRM), Legal Director, January 2017-present
- Central Region Board of Trustees for Intermountain Health Care, Inc., Board Member, January 2017-present
- Third District Pro Bono Committee for the Utah State Bar, 2015-present
- Hispanic National Bar Association, Member, 2015-present
- Multicultural Advisory Board, Zions Bank, Board Member
- Utah Air Travel Commission, Former Board Member
- Utah Native American Bar Association, Member
- Utah Minority Bar Association, Member
- Women Lawyers of Utah, Member

- Tuesday Night Bar, Volunteer