Rucha Shastri

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Overview

Rucha Shastri represents employers in a broad range of labor and employment matters, including workplace investigations, discrimination and harassment claims, regulatory responses and related litigation and compliance issues. She maintains a particular focus on labor and employment matters affecting the healthcare industry.

Rucha advises employers on a wide range of workplace policies and day-to-day employment issues, including employee misconduct, harassment and discrimination investigations, and policy development and implementation. She also counsels clients on matters including wage access, workplace drug policies, DEI initiatives, and leave policies, helping employers navigate state and federal requirements while balancing business objectives and employee satisfaction. Rucha has represented clients in federal and state courts across the country, as well as before the NLRB, EEOC, IDHR, and HRC.

With a background in public health, including experience with the Champaign-Urbana Public Health Department and training as an emergency medical technician, Rucha brings a practical understanding of the healthcare industry to her employment practice. Her firsthand experience helps her understand the operational and workforce challenges healthcare employers face.

Rucha partners closely with clients to develop solutions tailored to their unique workplace and business needs. She is committed to gaining a deep understanding of each client's business and workplace environment and helping them achieve their goals.

Credentials

EDUCATION

- University of Illinois College of Law, 2023, J.D., *cum laude*
- University of Illinois – Urbana-Champaign, 2020, B.S., Community Health; B.A., Psychology

BAR & COURT ADMISSIONS

- Illinois

Awards & Recognition

- Listed, *Best Lawyers in America®*, Labor and Employment Law, 2026-2027

Memberships

- Member, American Bar Association