

Samia A. Shaheen

Cleveland
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Overview

Samia represents employers across industries in all aspects of labor and employment law, including single-plaintiff employment litigation, class action wage and hour disputes, collective bargaining and workplace investigations.

She counsels clients in the manufacturing, transportation, hospitality, retail, higher education and nonprofit sectors on employee classification issues, hiring practices, employment agreements and compliant workplace policies. She also provides guidance on restrictive covenants, ADA and FMLA compliance, union avoidance and emerging issues such as artificial intelligence in the workplace, pay transparency, remote work policies and immigration developments. Samia also provides comprehensive workplace training to management and human resources professionals on federal and state employment law compliance, as well as discrimination and harassment prevention.

Additionally, Samia drafts and advises clients on the implementation of handbooks and anti-discrimination/retaliation policies, performance management, disciplinary actions and terminations. She also defends employers in federal and state courts and before the Equal Employment Opportunity Commission, the National Labor Relations Board, the U.S. Department of Labor and other state agencies.

Practical and solutions-oriented, Samia helps clients stay ahead of evolving employment regulations by identifying and resolving workplace issues before they escalate. Clients value her ability to align legal compliance with their operational realities, business goals and unique workplace culture.

Prior to joining Benesch, Samia practiced at Vorys, where she represented employers in complex employment litigation at the federal and state levels, collective bargaining negotiations and led multiphase workplace investigations.

Samia is fluent in Arabic.

Credentials

EDUCATION

- Cleveland State University College of Law, 2022, J.D., *magna cum laude*
  - Business Editor, Cleveland State Law Review
  - Dean's Leadership Fellow
  - Highest Ranking in Criminal Procedure II
- Cleveland State University, 2019, B.A., *summa cum laude*
  - President, Student Government Association (2018-2019)
  - Minor in Arabic

BAR & COURT ADMISSIONS

- Ohio
- Michigan
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio
- U.S. Court of Appeals for the Sixth Circuit

Memberships

- Arab American Bar Association
- National Employment Law Council

Awards & Recognition

- Honoree, *Crain's Cleveland Business*, "20 in their 20s," 2024
- Academy Fellow, National Employment Law Council, Class of 2024 and 2025

News & Insights

- EEOC Targets Nike's DEI Programs in Early Enforcement Action
  February 11, 2026 | Client Alerts & Insights