



Mazanec, Raskin & Ryder Co., L.P.A.

Attorneys and Counsellors at Law



Cynthia L. Sands

SENIOR ATTORNEY

AREAS OF PRACTICE

Civil Rights & Government
Liability

Employment & Labor Law

General Liability

Cleveland Office

100 Franklin's Row
34305 Solon Road
Cleveland, OH 44139
Direct: 440.505.2720
Fax: 440.248.8861
csands@mrrlaw.com

EDUCATION

- J. D., 1992, Capital
University Law School
 - *cum laude*
 - *Order of the Curia,*
member
- B. A., 1986, The Ohio
State University

BAR ADMISSIONS

- Ohio
- California

Ms. Sands' practice is focused in the areas of labor and employment law, and civil rights and governmental liability, with an emphasis on litigation and counseling. She has successfully represented public entities and big and small companies in federal and state courts and before administrative tribunals. She defends employers against claims for wrongful termination, gender, race and disability discrimination, retaliation, harassment, and wage and hour and civil rights violations. Cynthia regularly advises and assists employers and management on a variety of labor and employment matters, including employee discipline and investigations, employee complaints of unfair treatment (discrimination, retaliation, harassment), and a host of other personnel issues.

Ms. Sands has extensive trial experience, as well as experience resolving cases before trial, either by prevailing on dispositive motions or by negotiating settlements.

REPRESENTATIVE EXPERIENCE

- Obtained summary judgment on behalf of a large telecommunications company in a case the state's EEOC- equivalent brought against it
- Obtained a defense jury verdict on behalf of the municipality in a case alleging discrimination, harassment, and retaliation based on denial of promotions of two minority police officers over a ten-year period, and also received a summary judgment on behalf of the supervisor who was also named in the lawsuit
- Obtained summary judgment for a large employer on all claims brought by a Hispanic male over 40 who sued for race and age discrimination, and retaliation, after his position was eliminated during a reduction of force and he was not hired for an open position



- Represented a national bank against a lawsuit one of its bank manager's brought alleging race discrimination and retaliation after he was terminated for violation of the bank's expense reimbursement policy. Case settled for nominal amount upon plaintiff attorney's receipt of defendant's summary judgment motion

ACCOMPLISHMENTS

- Appointed by the Board of Governors of the California State Bar to serve on the state-wide Attorney Civility Task Force to create civility guidelines in the practice of litigation