



Monica Hans Folsom

**Partner – Employment Law, Business Litigation,
Higher Education**

✉ mfolsom@delfinomadden.com

☎ 916.661.5685

Assistant: Alison Renison

✉ arenison@delfinomadden.com

☎ 916.661.5693

Entities of all shapes and sizes look to Monica Hans Folsom for advice regarding a variety of issues affecting the workplace, from wage and hour compliance to sexual harassment and discrimination, and disputes related to their business operations.

Utilizing creative problem solving skills, Monica assists public, private and non-profit entities in wading through the most difficult and often uncharted territories of employment law to avoid winding up in messy litigation. When litigation ensues despite the employer's preventative measures, clients look to Monica's extensive litigation experience to make effective business decisions on how to proceed.

Monica counsels clients on all aspects of labor and employment law, including the Affordable Care Act, Affirmative Action, obligations related to the interactive process and reasonable accommodations, sexual harassment prevention and anti-harassment training, wage disputes, independent contractor and employment agreements, discipline and termination, workplace investigations, wage and hour audits, workplace violence, employment policies, and the preservation of trade secrets. When necessary, Monica steps in to defend employers against individual and class actions initiated in federal and state courts throughout California.

Monica disputes and also represents clients in general business litigation, including director and officer liability, breach of contract actions and constitutional law claims. Monica regularly mediates, arbitrates and litigates business disputes over contractual obligations, breach of fiduciary duty claims, and shareholder disputes.

Monica's practice also focuses on ADA accessibility counseling and litigation, including but not limited to physical barriers, reasonable accommodation obligations related to student disabilities, and auxiliary aids and services animal requirements in the healthcare industry.

Monica is actively involved in the community through her position on the MetroEDGE Leadership Council as Secretary. She is also a graduate of the Leadership Sacramento 2017 class and a committee member for the American River Parkway Foundation's annual Summer Solstice event. As President of the Barristers' Club of Sacramento in 2013, Monica worked collaboratively to lead the organization in its mission to provide educational and networking opportunities to new attorneys as they enter the Sacramento legal community.

Professional Affiliations

Professional, Community and Pro Bono Involvement

- ▶ Member, Leadership Sacramento Class of 2017, a Program of the Sacramento Metro Chamber Foundation
- ▶ Leadership Council, Secretary, MetroEDGE, a Program of the Sacramento Metro Chamber Foundation, 2017
- ▶ Leadership Council, Chair – Networking & Events Committee, MetroEDGE, a Program of the Sacramento Metro Chamber Foundation, 2016
- ▶ Leadership Council, Co-Chair – Networking & Events Committee, MetroEDGE, a Program of the Sacramento Metro Chamber of Commerce, 2015
- ▶ Founding Member, MetroEDGE, a Program of the Sacramento Metro Chamber of Commerce, 2009-Present
- ▶ Member, Inspire Giving, a Program of the Sacramento Metro Chamber Foundation, 2016-Present
- ▶ Member, 100+ Women Who Care, Greater Sacramento Valley, 2015-Present
- ▶ President, Barristers' Club of Sacramento, 2013
- ▶ Board Member, Barristers' Club of Sacramento, 2007-2014
- ▶ Board Member, Sacramento County Bar Association, 2013
- ▶ Member, Sacramento County Bar Association, 2004-Present
- ▶ Member, Sacramento County Bar Association, Labor & Employment Law Section, 2007-Present
- ▶ Member, California State Bar, Labor & Employment Law Section, 2007-Present
- ▶ Member, Sacramento Area Human Resource Association (SAHRA), Legal & Legislative Committee, 2007-2014
- ▶ Member, Association of Defense Counsel of Northern California, 2004-2006
- ▶ Past Active Member, Active 20-30 Club of Greater Sacramento #1032

Education

- ▶ J.D., University of the Pacific, McGeorge School of Law, Order of the Coif, 2003
- ▶ B.A., California State University, Chico, with highest honors, 2000

Bar Admissions

California, 2003

Court Admissions

- ▶ United States Court of Appeals Ninth Circuit
- ▶ United States District Court Central District of California
- ▶ United States District Court Eastern District of California
- ▶ United States District Court Northern District of California