



Lakshmi Ramachandran

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Practice Areas

Corporate

Sectors

Hospitality, Tourism & Retail

Technology, Media and Sports

Services

About

Lakshmi is part of the firm's Labour & Employment Practice, and she focuses on employment, labour and industrial laws and related issues, including data protection, privacy and compliance investigation as they relate to the workplace.

Over her last 5 years with JSA, Lakshmi has been advising clients on all aspects of employment laws, including compliances, benefits, policies, termination, as well as confidentiality and non-compete obligations. She assists clients in conducting disciplinary enquiries, including those related to corruption, anti-trust and sexual harassment complaints. She routinely advises and guides clients on conducting large scale reductions in force and preparing them for any problems or questions that may arise during the process.

Lakshmi also routinely advises on implementing diversity and inclusion initiatives, hiring, performance management and termination; leaves of absence and disability accommodations; hiring contingent workforce; intellectual property rights and trade secrets arising in employer and employee relationship; whistle-blower and retaliation issues; and workplace privacy and data security.

A major part of Lakshmi's work involves working with clients to set up internal policies and implementing the same. This includes drafting all employment related documents including various contracts with employees, employee handbooks, codes of conduct and related policies.

She also assists with the human resources issues involved in major corporate transactions including asset and business transfers and share acquisitions, modes of employee transfer, integration and other closing and post-closing activities related to such transactions. Since the Covid pandemic, Lakshmi has extensively advised clients on vaccination mandates, ensuring safety at the workplace, seeking medical data from employees while ensuring data privacy regulations are simultaneously complied with, global mobility and immigration issues arising because of the pandemic etc.

Before joining JSA, Lakshmi was a litigator with Karanjawala & Co and has over four years of experience in civil and corporate litigation, having practiced in the Delhi High Court and the Supreme Court of India.

Experience

Some of the key assignments in these areas handled and being handled by Lakshmi amongst others, cover the following: -

Advising and assisting clients in conducting large scale reductions in force, formulating various employment policies and benefit plans, assisting clients in conducting employee related investigations including internal disciplinary inquiries and sexual harassment related investigations. Lakshmi also routinely advises and assists in all employment related aspects in major corporate transactions, transfer of employees, grant of equity-based compensation from foreign holding or parent entities, implementing diversity and inclusion related initiatives etc.

Memberships

Delhi Bar Council

Education

B.A. LLB from Faculty of Law, Delhi University

B.A (Hons) English Literature, Delhi University

Languages Spoken

English

Hindi

Malayalam
