

Darshana Indira

SHAREHOLDER

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OVERVIEW

Darshana Indira is a shareholder and member of the firm's **Corporate Department**, **Litigation Department**, and **Employment Law Group**. Darshana is an accomplished employment and business lawyer advising company owners, organizational leaders, and C-suite executives across a broad spectrum of employment and commercial litigation matters. With a deep understanding of various industries, including pharmaceuticals, biotech, healthcare, and retail, Darshana's expertise spans both transactional and litigation work.

In her employment practice, Darshana provides strategic counsel to businesses on the complexities of employer-employee relationships. She assists management and senior executives in navigating executive compensation, employment agreements, non-compete clauses, and severance negotiations. Darshana particularly enjoys guiding clients through pivotal career transitions, helping them prioritize key aspects of their employment agreements.

In addition to her employment law expertise, Darshana is a trusted advisor in business law. She works with startups and emerging companies in Massachusetts and other states, helping them form their entities, draft foundational documents, and put employment agreements in place. As these businesses grow, Darshana remains a key legal resource, assisting with any potential litigation or disputes they may face.

Known for her strong advocacy, clear communication, and people skills, Darshana is a trusted advisor in mediations, arbitrations, and courtroom settings. She makes it a priority to truly get to know her clients, understanding their unique goals and needs so she can help them achieve success. This approach not only fosters strong relationships but also sharpens her ability to navigate negotiations and other complex legal processes, ensuring the best possible outcomes.

ASSOCIATIONS & ORGANIZATIONS

- Boston Bar Association
 - Labor and Employment Section, co-Chair
 - Lawyer Well-Being Advisory Committee, co-Chair
 - Public Interest Leadership Program
 - Steering Committee member for Diversity, Equity, and Inclusion Section
- Massachusetts Bar Association
 - Nominating Committee
 - Business Law Section Council, Vice Chair

PRACTICE AREAS

Corporate & Business
Employment Law
Litigation

EDUCATION

J.D., Suffolk University Law School

B.A., University of Massachusetts, Amherst

ADMISSIONS

- Commonwealth of Massachusetts
- New York
- Federal District Court for Massachusetts

- South Asian Bar Association of Greater Boston
 - Executive Committee, former co-President
 - Treasurer, former
 - PR Chair, former
- Women's Bar Association
 - Board of Directors
 - Women of Color Committee, co-Chair
 - Women's Leadership Initiative and Member

HONORS & AWARDS

- Lawyers of Color, Hot List, 2023
- Super Lawyers Rising Star, 2019-2022
- South Asian Bar Association Greater Boston, Board Member of the Year, 2020

PUBLICATIONS

- Massachusetts Continuing Legal Education (MCLE) Employment Guide, Chapter on Gender Discrimination (June 2026)
- "What happens when HR execs violate their own policies?," author, *HR Executive* (December 2025)
- Quoted in article, "Employee gets green light in suit over regularly 'late pay'," *Massachusetts Lawyers Weekly* (March 2025)
- "Reflections on Efforts at Promoting Diversity, Equity, and Inclusion in the Profession," co-author, *Boston Bar Journal* (June 2022)
- Quoted in article, "Analysis: The Legality of Workplace No Smoking Policies" (January 2020)

SPEAKING ENGAGEMENTS

- *Preparation with Purpose: Managing Deponents in Employment Matters*, Boston Bar Association, moderator (March 2026)
- *Labor & Employment Conference's Employment Law Update*, Massachusetts Bar Association, Panelist (April 2026)
- *Involuntary Employee Separations*, MCLE, Panelist (May 2026)
- *Balancing Acts: Personal Health and Parenthood in Practice*, Boston Bar Association, moderator (May 2024)
- *Bias, Barriers, and Belonging: An Evening With Attorneys in Practice*, University of Massachusetts at Dartmouth Law School (April 2024)
- *Lawyer Wellbeing*, University of Massachusetts at Dartmouth Law School Field Placement Seminar, (January 2024)
- *Imposter Syndrome*, University of Massachusetts at Dartmouth Law School Field Placement Seminar, (September 2023)
- *A Positive Future for Attorney Well-Being*, Northeastern University Law School Student Orientation (August 2023)
- *Employment Law Update*, Panelist, Massachusetts Bar Association 44th Annual Employment Law Conference (May 2023)
- *Microaggressions in the Workplace*, Panelist, Massachusetts Bar Association (February 2023)
- *Navigating Accommodation Requests*, Panelist, BBA Employment Law Conference (November 2021)
- *The 60-Minute Lawyers: Handling Layoffs*, Panelist, MCLE (June 2021)