



**Todd & Weld** LLP

## Lucia A. Passanisi

### Associate

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### Lucia Passanisi counsels clients in a wide range of employment litigation matters.

Lucia A. Passanisi concentrates her practice on employment litigation and counseling. Ms. Passanisi represents employers and individuals in disputes involving discrimination, sexual harassment, retaliation, wage and hour, non-competition, non-solicitation, misappropriation of trade secrets, and wrongful termination issues.

Ms. Passanisi is committed to client advocacy and regularly appears in state and federal courts as well as before the Massachusetts Commission Against Discrimination. She represents clients at all stages of the litigation process. In addition to employment matters, she handles business disputes and qui tam lawsuits.

Notable case results for Ms. Passanisi including obtaining a **\$2 million gender discrimination verdict** for Boston police officer Donna Gavin, and securing a **\$2.4 million settlement** on behalf of Beth Donovan, a former Deputy Superintendent in the Boston Police Department, in connection with gender discrimination, hostile work environment, and retaliation claims against the City of Boston.

#### Practice Areas

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- Employment Law and Litigation
- Business Litigation

#### Experience

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- Todd & Weld LLP, 2019-present
- Hartley Michon Robb LLP, 2019
- The Harbor Law Group, 2014-2019

## Bar Admissions

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- Massachusetts
- U.S. District Court, Massachusetts
- U.S. Court of Appeals, First Circuit

## Education

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- Northeastern University School of Law (2014)
- Boston College (B.A., *summa cum laude*, 2011)

## Professional Activities

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- Massachusetts Bar Association
- Member, Massachusetts Paid Family and Medical Leave Working Group, Massachusetts Bar Association (2020-2023)

## Publications/Presentations

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- MCLE presenter, "Proving Employment Discrimination & Retaliation: Issue-Spotting & Tracking Evidence." (2025)
- MCLE panelist, "Legal Developments You Need to Know for Your Practice, Including Non-Competes," 27th Annual Employment Law Conference (2024)
- MCLE presenter, "Proving Employment Discrimination & Retaliation: Issue-Spotting & Tracking Evidence." (October 2024)
- Reviewer, *Representing Clients Before the MCAD in Employment Cases*, MCLE Employment & Labor Law Print & E-Book (9th ed. 2022)
- MCLE presenter, "E-Discovery Challenges & Opportunities." (February 2022)
- MCLE Co-author of "Pregnancy Discrimination" in MCLE's *Massachusetts Employment Law*. (2020)

## Honors and Awards

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- Named to *Best Lawyers in America: Ones to Watch* for Litigation – Labor and Employment (2021-present)
- Named by *Super Lawyers* as a Massachusetts in Business Litigation, Employment & Labor (2023-present)
- Named by *Super Lawyers* to Massachusetts Rising Stars for Employment & Labor (2019-2024)

## News & Insights

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- Forty Todd & Weld Attorneys Named to 2026 Massachusetts Super Lawyers & Rising Stars List
- Major University Settles Incentive Compensation Ban Lawsuit Under the Federal False Claims Act
- Lucia Passanisi Co-Presented MCLE Program on Proving Employment Discrimination and Retaliation

- Thirty-Seven Todd & Weld Attorneys Named to 2025 Massachusetts Super Lawyers & Rising Stars List
- Ten Todd & Weld Attorneys Named to 2026 Best Lawyers: Ones to Watch
- Federal court decision sets aside FTC ban on noncompetition agreements
- 30 Todd & Weld attorneys named 2022 Massachusetts Super Lawyers and Rising Stars
- Eight Todd & Weld attorneys recognized in 2023 Best Lawyers: Ones to Watch in America
- Firm's summary judgment win highlighted in Massachusetts Lawyers Weekly
- Alycia Kennedy, Luci Passanisi to present on e-discovery best practices
- 30 Todd & Weld attorneys named 2021 Massachusetts Super Lawyers and Rising Stars
- 30 Todd & Weld attorneys named 2020 Massachusetts Super Lawyers and Rising Stars
- Eight Todd & Weld attorneys selected to inaugural Ones to Watch from Best Lawyers
- Lucia Passanisi joins Todd & Weld as an associate

## Results

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- Major University Settles Incentive Compensation Ban Lawsuit Under the Federal False Claims Act
- Nick Carter, Luci Passanisi obtain \$325K employment retaliation, age bias settlement
- Firm obtains \$2.4M gender bias settlement with Boston Police Department
- Firm obtains \$2M gender bias verdict for female Boston Police detective
- Court affirms \$2M gender bias verdict for Boston Police officer
- Firm obtains summary judgment defeating MA Wage Act claim for Sunday premium pay
- Nick Carter, Luci Passanisi obtain \$2M gender bias verdict for female Boston Police detective