

Vineesha S. Sow

Associate

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Overview

Vineesha S. Sow counsels and defends employers in matters stemming from the employer-employee relationship. Drawing on her experience as both a counselor and litigator, Vineesha advises in-house legal teams, business owners, c-suite executives, and HR professionals to navigate complex workplace issues and maintain smooth daily employment operations.

A proactive counselor, Vineesha prepares and presents employee training programs, drafts handbooks, and writes and reviews employment policies. She also advises management teams as they respond to allegations of discrimination, harassment, retaliation, wrongful discharge, breach of contract, and more. Additionally, she handles workplace investigations for companies and Title IX investigations on behalf of secondary schools, colleges and universities. Complementary to her work on employment matters, Vineesha's practice also encompasses labor law, handling matters such as collective bargaining and arbitration proceedings.

Across her entire practice, clients appreciate Vineesha's calm, practical style to problem solving when handling difficult scenarios. She brings a steady, relatable presence to sensitive situations that demand both legal precision and human understanding. She applies strategic advocacy to employment litigation matters in the courtroom and before administrative agencies such as the EEOC and MCAD, managing everything from preliminary research through presenting arguments, all while maintaining a focus on client objectives.

Before joining the firm, Vineesha honed her expertise at a Massachusetts regional law firm counseling educational institutions, businesses, and nonprofits. With a commitment to advocacy that runs deep, Vineesha began her career as a staff attorney for the Children's Law Center of MA and Health Law Advocates, with both experiences securing her dedication to making a meaningful impact through law.

The Personal Perspective

Vineesha's grandparents provided important influence in her life, modeling deep values such as a strong work ethic and the power of education. While spending evenings with her beloved grandfather, they enjoyed watching courtroom dramas together. Popular shows like *Matlock* and *Law & Order* sparked an early curiosity about legal problem-solving for Vineesha and ignited her desire to pursue law school. Today, as a practicing attorney, Vineesha carries on her grandparents' legacy for hard work and education by volunteering her time to mentor high school students through *Bottom Line*, a nonprofit organization helping students navigate high school, applying to college, and securing meaningful careers.

Awards & Recognition

- Best Lawyers One to Watch – Labor & Employment/Management

News & Publications

- Morgan, Brown & Joy Adds Vineesha S. Sow as an Associate

Community Involvement & Pro Bono

- Bottom Line
 - Volunteer Mentor
- Host Committee

Memberships

- Boston Bar Association, Labor & Employment Section, Member
- Massachusetts Bar Association
 - Diversity Equity and Inclusion Committee, Former Member (2018-2023)
 - Tiered Community Mentor Program, Former Member (2018-2023)
 - Leadership Academy, Former Fellow (2018-2019)
- Women's Bar Association, Pending Member
- Massachusetts Black Lawyers Association, Pending Member

Bar Admissions

- Massachusetts
- New Hampshire

Court Admissions

- U.S. District Court for the District of Massachusetts

Education

- University of San Francisco, School of Law, J.D., 2014
- Suffolk University, B.S., *cum laude*, 2008