BHGR

Sonia Ramirez Anderson

attorney

Senior Associate

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Sonia is a legal problem solver. Companies trust her to guide them through the employment lifecycle and take action to protect them from litigation. When litigation looms, she develops strategies...

Employment Law + Litigation

Sonia advises and defends businesses, corporations, multi-state companies, Fortune 500 companies, public entities, and their key personnel in a wide array of matters throughout the employment lifecycle. She works with Human Resources professionals to guide them through high-risk terminations, accommodation requests, leaves of absence, policy revisions, and wage and hour issues. Sonia provides training for Human Resources professionals on compliance with Title VII, FMLA, ADEA, NLRB, ADA, and USERRA. She defends employers in state and federal courts, arbitration, and administrative proceedings in cases concerning Title VII, ADA, ADEA, FMLA, ERISA, FSLA, USERRA, and collective bargaining agreements. She also assists employers with agency investigations, including the DOL, EEOC, and state equivalents.

General Civil Litigation

Sonia represents commercial plaintiffs and defendants in state and federal courts in a variety of cases, including those concerning breach of contract, business disputes, healthcare, and class actions.

Relevant Experience

When representing clients, Sonia taps into her previous experience as corporate counsel at a publicly traded healthcare company, where she advised companies on achieving business goals, strategically managing litigation, and assessing risk. Sonia also worked as an employment attorney at an AmLaw100 law firm, where she advised clients on compliance with state and federal employment laws and managed a national employment litigation practice. She has experience in various industries, including healthcare, transportation, food and beverage, and technology.

Education

J.D., University of Colorado Law School

During law school, Sonia worked as a judicial extern for the Honorable Judge John Kane at the U.S. District Court for the District of Colorado and as a legal intern for the Federal Public Defender for the Northern District of Texas and the U.S. Attorney's Office for the Eastern District of Texas.

B.A., University of the Incarnate Word

Admissions

- Colorado
- U.S. District Court, District of Colorado

Related Practices

- Employment
- Litigation

Associations

Colorado Bar Association (COBALT Leadership Class, 2019)

Boulder County Bar Association

Hispanic Bar Association (Vice President, Colorado Hispanic Bar, 2019-2020; secretary, 2021)

National Employment Law Council Academy, Fellow (2018, 2020)

Publications + Presentations

Julianne Story, Barbara Grandjean, Brittany Falkowski, Sonia N. Ramirez Anderson, Equity in the Workplace, Rick Management Magazine (June 1, 2022).

Published Cases

Hernandez v. Ray Domenico Farms, Inc., 414 P.3d 700 (Colo. 2018) (amicus curiae).

Honors + Awards

Colorado Super Lawyers Rising Star (2025-27)

Best Lawyers in America: Ones to Watch – Management Side Employment Law and Employment Litigation (2018-2022)

Best Lawyer, Employment Management, 5280 Magazine (2021)

Latino Magazine, Ones to Watch (2020-2023)

Denver Bar Association, Pro Bono Star (2020)

Colorado Hispanic Bar, Outstanding New Hispanic Attorney (2020)

Colorado Hispanic Bar Association, Advancing the Latino Community Award (2019)

Pro Bono

Sonia has performed pro bono work for indigent individuals through various programs, including the Colorado Hate Crimes Program. She also provides ongoing pro bono work to RezDawg, a non-profit dog rescue organization.

Out + About

When she is not in the office, you will find Sonia outside with her husband and son, biking, hiking, camping, snowboarding, and fly-fishing. A self-described lifelong learner, she also enjoys reading and meditating.