



Masallay Komrabai-Kanu

Associate

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Masallay Komrabai-Kanu is an associate in Ice Miller's Workplace Solutions Group. Masallay represents and counsels employers in all areas of labor and employment, including wrongful termination claims, wage and hour matters, compliance issues and the development of workplace practices and internal policies. Masallay also defends employers against charges or claims of discrimination and/or retaliation filed with the Equal Employment Opportunity Commission (EEOC), conducts workplace investigations and provides harassment prevention trainings for employees and human resource representatives.

Prior to joining the firm, Masallay worked at a national law firm where she handled contract and business-related matters, employment discrimination and personal injury cases.

Masallay earned her juris doctor from the Ohio State University Moritz College of Law, where she served as president of the Truancy Mediation Project, a Moot Court traveling team member and chief managing editor of the Ohio State Criminal Law Journal. Masallay also worked as a legal clerk for a Dayton, Ohio-based firm and as an intern for the Legal Aid Society of Columbus.

Education

- University of Cincinnati (B.A., 2014)
 - Philosophy
- The Ohio State University Moritz College of Law (J.D., 2019)

Admissions

- Ohio
- United States District Court - Northern District of Ohio
- United States District Court - Southern District of Ohio

Professional Affiliations

- Ohio State Bar Association
- Columbus Bar Association

Services & Industries

- Labor & Employment

- John Mercer Langston Bar Association

Awards & Honors

- The Best Lawyers in America®: Ones to Watch, Litigation - Labor and Employment, 2027
- Ohio *Super Lawyers Rising Stars*, 2024, 2026
- Pathfinder, Leadership Council on Legal Diversity (LCLD), 2025

Community Involvement

- Board Member, John Mercer Langston Bar Association
- Board Member, KindKamp

Published In

- "New Laws Given Pregnant and Breastfeeding Workers Greater Protections in 2023," *AGC Human Resource & Labor News*
- "Changes in 2023 Related to Pregnant and Breastfeeding Workers"
- "Reminder: New Sexual Harassment Prevention Requirements for Companies with Employees in Chicago"

Thought Leadership

March 17, 2026

Watch Out Ohio! Three New Employment Laws Ohio Employers Should Know About

July 21, 2025

Quade | Reverse Discrimination – Yes, It's a Real Thing!

Quade Blog

June 11, 2025

U.S. Supreme Court's Ruling Clarifies Standard for Reverse Discrimination Under Title VII

September 17, 2024

New York is Cracking Down Against Workplace Violence in Retail Stores

January 23, 2024

Happy Valentine's Day, but California Has a Heartache for Non-Competes!

August 21, 2023

EEOC Issues Its Highly Anticipated Proposed Regulations Under the PWFA

April 18, 2023

A WARNING to New Jersey Employers: Amendments to the State's Amended Mini-WARN Act

January 20, 2023

AGC Human Resource & Labor News | New Laws Given Pregnant and Breastfeeding Workers Greater Protections in 2023

Human Resource & Labor News

January 10, 2023

Changes in 2023 Related to Pregnant and Breastfeeding Workers

June 29, 2022

Reminder: New Sexual Harassment Prevention Requirements for Companies with Employees in Chicago