



Lila Acharya

Partner

Crawford & Acharya pllc

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Overview

Lila Acharya is an experienced compliance and investigations attorney with a unique skillset developed from her work in private practice, the public sector, and in-house compliance roles in the life sciences and manufacturing sectors. After practicing as a litigator at Ropes & Gray in Boston and as a state prosecutor in Massachusetts, she lived and worked in the UK for six years. Lila has had a truly international practice, working with multinational corporations on compliance challenges across the globe.

As a senior associate at Ropes & Gray LLP in London, she led cross-border investigations for several multinational clients. Her practice has also included conducting pre- and post-acquisition anti-corruption due diligence for private equity clients, conducting anti-corruption risk assessments, and providing compliance advisory services encompassing the FCPA and the UK Bribery Act.

In her roles as an in-house compliance attorney, she has investigated significant matters across EMEA and Asia, developed a breadth of policies and procedures, conducted live training of hundreds of employees and third parties, and led the implementation of a third-party due diligence platform. Most recently she was Senior ABC Compliance Operations Counsel at Rolls-Royce plc assisting with remediation after the company's Deferred Prosecution Agreements with the US Department of Justice and UK Serious Fraud Office.

Lila is admitted to the Massachusetts bar and is a qualified solicitor in England and Wales. She is an avid runner (frequently joined by her two dogs) and has completed ten marathons and one ultra-marathon. Lila is a graduate of New York University School of Law and the University of Michigan. Global Investigations Review named Lila as one of its 100 Women in Investigations (2021).



Experience

- ❖ Conducted more than 60 investigations originating in 27 countries
- ❖ Well-versed in navigating international data privacy and data transfer regulations in the collection and processing of data
- ❖ Created document review protocols and managed numerous foreign language document reviews involving multiple custodians
- ❖ Designed or revised internal investigations protocols for several companies, including developing best practices guidance
- ❖ Conducted anti-bribery and corruption (ABC) due diligence on third parties in the US, South America, Africa, Europe, and Asia
- ❖ Conducted pre- and post-acquisition ABC due diligence for private equity portfolio companies
- ❖ Carried out Global Compliance Risk Assessments for multinational corporations across industries
- ❖ Assisted client with sanctions program improvements in connection with OFAC concerns
- ❖ Drafted and/or updated compliance policies and procedures
- ❖ Developed and delivered live compliance training to third-party distributors in Europe, Middle East, and Africa
- ❖ Developed and delivered numerous compliance training sessions and face-to-face workshops for internal employees across industries
- ❖ Overhauled a multinational corporation's third-party due diligence procedures and led the design and implementation of an automated third-party due diligence platform
- ❖ Seconded to a multinational maritime company to assist with overall compliance program, including creating compliance training modules for internal and external use, improving the risk assessment process, conducting due diligence of high-risk third-party business partners, and conducting investigations
- ❖ Practiced as an associate and senior associate at Ropes & Gray LLP in Boston, Massachusetts, and London, England
- ❖ As a state prosecutor Massachusetts, conducted more than 20 jury trials, and argued successfully before the Massachusetts Court of Appeals



- ❖ Appointed in 2022 to the Massachusetts Board of Bar Overseers Pro Bono Panel to represent members of the bar in bar discipline complaints and reinstatement proceedings

Credentials

Education

- ❖ Juris Doctor (cum laude) New York University (2006)
- ❖ Bachelor of Arts, Political Science (with high honors) University of Michigan (2003)

Admissions

- ❖ Massachusetts (2006)
- ❖ England & Wales (2017)

Publications, Presentations, and Seminars

- ❖ Panelist, “Best Practices for Third Party Compliance Audits,” Compliance Week Third-Party Risk Management Summit (Virtual, November 2023)
- ❖ Panelist, “Investigations: Separating the Simple From the Complex,” Ethico Webinar (Virtual, July 2023)
- ❖ Moderator, “Overcoming Imposter Syndrome,” Compliance Week Women in Compliance Summit (June 2023)
- ❖ Panelist, “TPRM Regulatory Update,” Compliance Week Third Party Risk Management Summit (June 2023)
- ❖ Panelist, “Sanctions as the new ‘FCPA’: Regulatory Expectations, Lessons Learned from Russia, and Preparing for the Next Crisis,” SCCE’s 21st Annual Compliance and Ethics Institute (October 2022)
- ❖ Panelist, “Ethics in Investigations,” Government Investigations & Civil Litigation Institute’s 7th Annual Meeting (November 2021)
- ❖ Panelist, “Challenges in Conducting Cross-Border Investigations,” International White Collar Symposium: The Globalization of Enforcement, New York City Bar/International Bar Association (November 2021)
- ❖ Panelist, “Challenges of Implementing a Third-Party Due Diligence Program,” SCCE 2020 Compliance & Ethics Institute Presentation, (Virtual, September 2020)
- ❖ Co-Author, Analysis of the DOJ’s June 2020 updated guidance on the Evaluation of Corporate Compliance Programs (June 2, 2020)



- ❖ Author, Back to Basics: Lessons Learned from the Eni S.p.A. Settlement (May 7, 2020)
- ❖ Co-Author, Mitigating Compliance Risk in the Midst of COVID-19 (April 15, 2020)
- ❖ Co-Author, Practical Tips for Ethics and Compliance Professionals During the COVID-19 Outbreak (March 9, 2020)