

## Alison N. Davis

Shareholder

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## Focus Areas

Discrimination and Harassment  
Training - Compliance, Ethics, Leadership  
Leaves of Absence and Disability Accommodation  
Wage and Hour  
Whistleblowing, Compliance and Investigations  
Investigations  
Inclusion, Equity and Diversity

## Overview

Alison N. Davis represents management in employment and labor law. She has extensive litigation experience in the employment arena, including:

- Sexual harassment
- Race, national origin, age, gender and disability discrimination
- Overtime
- Wrongful termination claims
- Pay discrimination issues
- Wage and hour matters

Alison has successfully tried cases in state and federal courts and argued appellate cases. She regularly appears before the Equal Employment Opportunity Commission, the U.S. Department of Education, Office of Civil Rights, the District of Columbia Office of Human Rights, and the Wage and Hour Division of the Department of Labor.

Alison also conducts discrimination and hostile work environment investigations, and assists clients with ethics issues, performance management and student relations. She has specific knowledge of:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Older Worker Benefit Protection Act
- The Fair Labor Standards Act
- The Fair Credit Reporting Act
- The Workers Adjustment and Retraining Notification Act
- The False Claims Act (Retaliation)
- The Family and Medical Leave Act
- The Uniformed Services Employment and Reemployment Rights Act
- The Railway Labor Act
- The D.C. Family and Medical Leave Act
- The D.C. Human Rights Act
- The D.C. Accrued Sick and Safe Leave Act

Alison regularly counsels employers on leave and accommodation; disciplinary actions; inclusion, equity, and diversity (IE&D); wage and hour issues at all stages, including startups; business restructuring; and policies and procedures. She is a frequent presenter and trainer on conducting lawful investigations, EEO and IE&D.

Alison frequently works with the following types of clients:

- Government contractors
- Public charter schools
- Airlines
- Restaurants
- Hotels
- Not-for-profits
- Medical practices
- Congressionally created private corporations
- Private security guard companies
- Retailers

Alison is a former member of Littler's Board of Directors and the former D.C. Office Managing Shareholder. Earlier in her career, Alison served as associate general counsel for labor and employment at a national railroad, as vice-president and assistant general counsel with an insurance company, and later, as a partner at a Washington, D.C., law firm. She also worked as an adjunct professor at Georgetown University teaching workplace ethics and global labor and employment law for the School of Continuing Studies, Human Resources Management program.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, National Bar Association
- Founding Member, National Association of African Americans in Human Resources, D.C. Chapter
- Co-Chair, Annual Diversity Summit, National Association of African Americans in Human Resources, D.C. Chapter
- Partner, DC Charter School Alliance
- Member, Diverse Partner Network

## Recognition

- Named, The Best Lawyers in America®, 2008-2025
- Named, Washingtonian Top Lawyers, *Washingtonian Media*, 2018-2020
- Named, Super Lawyer, Washington, DC, *Super Lawyers*, 2013 and 2015
- Named, Lawyer of the Year, Lawyer of the Year, Labor Law - Management, Washington DC, *The Best Lawyers in America*®, 2012

## Education

J.D., Harvard Law School, 1990

B.A., McGill University, 1987, *With Honors*

## Bar Admissions

District of Columbia

Massachusetts

New York

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, District of Columbia

U.S. District Court, Southern District of New York

U.S. District Court, Western District of New York

U.S. District Court, District of Maryland

## **Publications & Press**

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Podcast: Return to Work Preparedness – EEOC Guidance**

*D.C. Bar Podcast*

May 6, 2020

### **Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors**

*Littler Press Release*

January 28, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

### **Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

### **The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

### **4 Steps to Lower the Risk of Employee Lawsuits**

*Restaurant Hospitality*

November 10, 2015

### **DC Bill Would Provide Most Generous Paid Leave Benefits in the Nation**

*Littler Insight*

October 14, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Joins Food From the Bar Campaign to Fight Hunger**

*Littler Press Release*

May 8, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Shareholder Alison N. Davis Named Washington, D.C. Office Managing Shareholder**

*Littler Press Release*

October 1, 2012

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**Court of Appeals Expands Reach of D.C. Anti-Discrimination Law to Applicants and Employees Outside of D.C.**

*Littler Insight*

November 9, 2009

**61 Littler Attorneys Named to The Best Lawyers in America® 2010**

*Littler Press Release*

August 14, 2009

**Alison Davis Provides Analysis of Lilly Ledbetter Fair Pay Act**

*The National Law Journal*

January 30, 2009

**Paycheck Rule Revived for Pay Discrimination Claims with Signing of the Lilly Ledbetter Fair Pay Act**

*Littler Insight*

January 29, 2009

**51 Littler Attorneys Named to The Best Lawyers in America**

*Littler Press Release*

October 31, 2008

**Littler Mendelson Welcomes Six-Attorney Team from Ford & Harrison to its Washington, D.C., Office**

*Littler Press Release*

October 6, 2008

## **Speaking Engagements**

**2024 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 21, 2024

**Reductions in Force: Best Practices**

Tysons Corner, VA

November 1, 2023

**2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022

**Home Equity: How COVID-19 May Change the Law of Reasonable Accommodation**

Changing Currents in Employment Law 2021, DC Bar Continuing Legal Education

October 26, 2021

**2021 Mid-Atlantic Virtual Employer Conference**

September 9, 2021

**Women's Leadership Initiative Open Forum: Maintaining Leadership Presence in a Virtual Workplace**

October 8, 2020

**Littler's Women's Leadership Initiative Open Forum**

August 6, 2020

**Corporate Security is Not Just About Your Data: What Are You Doing to Protect Your Employees?**

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

**From Harvey Weinstein to [Insert Name]: Preventing Harassment in the Workplace and What to Do When Claims are Made**

DC Charter Conference hosted by FOCUS

February 2, 2018

**Managing a Growing Business**

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

**Addressing Post-Election Tensions in the Workplace**

December 12, 2016

**Inaugural Canada Conference**

Toronto, ON

November 21, 2016

**Handbook Review and Revisions**

Association of Legal Administrators, Capital Chapter

November 16, 2016

**It's Not You, It's Me: Litigating a Failure to Hire Case**

D.C. Bar CLE Program

October 18, 2016

**2016 Mid-Atlantic Employer Conference**

Washington, DC

June 7, 2016

**Employee Handbook 2.0**

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

June 1, 2016

**Why Can't I Ask?**

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.  
May 18, 2016

**Employment At Will: Implications for Managing Your Team**

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.  
April 5, 2016

**Dollars and Cents: Exploring the Details of Employee Pay (Continuation of "Am I Paying My Employees Properly?")**

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.  
March 9, 2016

**Are You Paying Your Employees Properly?**

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.  
February 3, 2016

**Labor and Employment Law 2015: A Year-End Review for D.C. Public Charter Schools**

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.  
January 20, 2016

**Do Your Employee Handbooks Make the Grade?**

Washington, DC  
July 8, 2015

**Why Can't I Just Ask? When Asking for Information May Be Worse Than Not Knowing**

Littler Mendelson, Washington D.C.  
June 25, 2015

**Puzzled Over Payroll?**

Washington, DC  
May 27, 2015

**Healthy Choices For Sick Employees**

Washington, DC  
March 25, 2015

**Recognizing Red Flags**

Washington, DC  
January 28, 2015



**Understanding the Expanded Employer Obligations to Pregnant Employees**

Washington, DC  
October 29, 2014

**The Impact of Social Media on Recruiting, Employee Relations and Student Interaction. What Are the Ethical and Legal Implications?**

FOCUS, Washington, DC  
October 26, 2011

**Spotlight on Summary Judgment: Adapting to Recent Changes That Make It More Difficult for Employees to Defend Against Retaliation Claims at the Summary Judgment Stage**

National Forum on Defending & Managing High Exposure Employment Claims of Retaliation & Discrimination - American Conference Institute  
July 27-28, 2011

**Ethical Dilemma's In Today's Business Climate**

ASAE & The Center For Association Leadership  
May 6-7, 2010

**An Employment Law Update for Public Charter Schools**

Alliance of Public Charter School Attorneys Charter School Law Seminar: Labor & Employment Law  
March 1-2, 2010

**Alison Davis Speaks at the American Conference Institute's Forum on Defending and Managing Employment Discrimination**

New York, NY  
February 26, 2010

**Special Issues in Gender/Sex Discrimination: Defending Against Pay and Compensation Discrimination Suits and the Latest Sexual Orientation/Gender Identity Claims**

Defending and Managing Employment Discrimination Litigation - American Conference Institute  
February 25-26, 2010

**Legislative Round Up: New Laws, Their Impact So Far, and at Look at What's Next**

Advanced Forum on Employment Discrimination Claims and Class Actions - American Conference Institute  
June 29-30, 2009

**2008 HR Legal Update**

2008 National Symposium - National Association of African Americans in Human Resources  
November 10-13, 2008