

Ethan D. Balsam

Shareholder

815 Connecticut Avenue NW
Suite 400
Washington, DC 20006
main: (202) 842-3400
direct: (202) 789-3424
fax: (202) 842-0011
ebalsam@littler.com



Focus Areas

Higher Education
Discrimination and Harassment
Hiring, Performance Management and Termination
Healthcare
Investigations
Litigation and Trials

Overview

Ethan D. Balsam's practice is primarily focused on advising and defending employers in a range of employment-related litigation, arbitration, and administrative agency proceedings, including claims involving:

- Discrimination
- Retaliation
- Sexual harassment
- Investigations
- Constitutional due process
- Traditional labor matters
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- Sarbanes-Oxley Act
- Section 948a of the Longshore and Harbor Workers' Compensation Act

Additionally, Ethan counsels employers in various aspects of labor and employment law, including:

- Termination decisions
- Employee discipline
- Personnel policies
- Wage and hour matters
- Compliance with federal, state and local laws

Prior to joining Littler Mendelson, Ethan represented education institutions, municipalities and health systems before federal and New York state courts, and various administrative agencies including the Equal Employment Opportunity Commission, New York State Division of Human Rights, New York State Public Employment Relations Board and the New York State Education Department. He also negotiated collective bargaining agreements.

Professional and Community Affiliations

- Member, New York Bar Association
- Member, Restaurant Association Metropolitan Washington

Recognition

- Named, Rising Star in Employment & Labor Law, Washington, DC, *Super Lawyers*, 2015-2019

Education

J.D., Syracuse University College of Law, 2006

B.S., Cornell University, 2002

Bar Admissions

District of Columbia

New York

Maryland

Courts

U.S. District Court, District of Columbia

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

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

U.S. District Court, District of Maryland

U.S. Court of Appeals, District of Columbia

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 4th Circuit

Publications & Press

District of Columbia Mayor Signs Law Restricting Employers from Using Credit Information in Employment Decisions

Littler Insight

February 16, 2017

Littler Elevates 24 Attorneys

Littler Press Release

January 3, 2017

Does Banning the Box Have You Scratching Your Head?

Bloomberg BNA

December 15, 2016

New York's Wage Theft Prevention Act Imposing Additional Requirements on Employers

The Nassau Lawyer

April 2011

Gifts for Departing Teachers Must be of 'Nominal Value

On Board Online

2008

Speaking Engagements

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022

Internal Investigations Q&A

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo

Washington, D.C.

March 1, 2018

Managing a Growing Business

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

June 6, 2017

"Ban the Box" and Other New Restrictions in Hiring

December 7, 2016

Terminating Employees Legally: What You Should (and Should Not) Do When Firing Workers

C4CM

November 9, 2016

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

Littler Mendelson, Washington D.C.

June 25, 2015

Don't Get Burned – Block Your Exposure to Wage and Hour Violations

2014 Summer Summit - Sidwell Friends School, Washington, DC

December 5, 2014

From the Interview to the Promotion – Avoiding the Legal Pitfalls That Lead to Liability

2014 Tri-State Camp Conference, American Camp Association, Atlantic City, NJ

March 18, 2014

The Wage & Hour Landscape for Non-Profit Camps and Conference Centers

2012 Super Sectional Fireside Gathering, New England & New York Region - Christian Camp and Conference Association

March 26, 2012

A Labor Law Primer (Wage & Hour Laws Affecting Camps)

New York State Camp Directors Association

February 3, 2011

Books & Book Chapters

- Whistleblowing and Retaliation: A Guide for Human Resources Professionals and Counsel, *LexisNexis*, Retaliation & Whistleblower Claims by In-House Counsel, 5th Ed., Contributing Chapter Author, 2013