

## Alan Persaud

Associate

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## Focus Areas

Discrimination and Harassment  
Hospitality  
Inclusion, Equity and Diversity  
Retail  
Whistleblowing, Compliance and Investigations  
Wage and Hour

## Overview

Alan Persaud has experience representing employers in a wide range of labor and employment class action, collective action, multi-plaintiff, and single-plaintiff matters involving claims such as:

- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Fair Labor Standards Act
- Family and Medical Leave Act
- Florida Civil Rights Act
- Florida Whistleblower's Act
- Title VII of the Civil Rights Act of 1964
- Uniformed Services Employment and Reemployment Rights Act
- 42 U.S.C. Sections 1981 and 1983

Alan also provides strategic advice and counsel to employers and conducts internal investigations on employment and compliance matters.

Prior to joining Littler, Alan represented public and private entities at a full-service litigation law firm, where he focused on employment litigation. He has experience in administrative charges, administrative hearings, arbitration proceedings, lawsuits in federal and state courts, and appellate proceedings.

With his International M.B.A., Alan brings an innate understanding of business to his role as an employment attorney. While completing Florida International University's J.D./M.B.A. joint-degree program, Alan served as Global Labor and Employment Law Clerk at a transportation and logistics company, Honors Legal Intern at the U.S. Securities and Exchange Commission, and Judicial Intern to the Hon. Beth Bloom of the U.S. District Court for the Southern District of Florida. During law school, Alan also served as Vice President of the Employment and Labor Law Society, President of the Business Law Society, FIU Law Student Ambassador, Student Bar Association Professional Development Committee Chair, and Staff Member of the *FIU Law Review*. The Florida Bar Labor and Employment Law Section honored his achievements in labor and employment law by awarding Alan with the 2018-2019 Outstanding Labor and Employment Law Student Scholarship and Award.

## Professional and Community Affiliations

- Member, Asian Pacific American Bar Association
- Member, Caribbean Bar Association
- Member, The Florida Bar Labor and Employment Law Section

## Recognition

- Fellow, National Employment Law Council Academy, *National Employment Law Council*, 2022, 2023
- Pathfinder, LCLD, *Leadership Council on Legal Diversity*, 2023
- Recipient, Outstanding Labor and Employment Law Student Scholarship and Award, *The Florida Bar, Labor and Employment Law Section*, 2018-2019
- Recipient, Alex and Maribety Alvarez Excellence in Service Award, *Florida International University College of Law*, 2019
- Recipient, Outstanding Contribution to FIU Law Review Award, *FIU Law Review*, 2018-2019
- Recipient, Outstanding Symposium Contribution Award, *FIU Law Review*, 2018-2019
- Recipient, International MBA Program Exceptional Leadership Award, *FIU Chapman Graduate School of Business*, 2018

## Education

J.D., Florida International University College of Law, 2019

M.B.A., Florida International University, 2019

B.B.A., Florida International University, 2016

## Bar Admissions

Florida

## Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

## Publications & Press

### **Escaping the "Upside Down" – Halting Florida's Stop WOKE Act**

*Westlaw Today*

August 7, 2024

### **Escaping the "Upside Down" – Halting Florida's Stop WOKE Act**

*Littler ASAP*

August 6, 2024

### **Celebrating AANHPI Heritage Month: Finding Community Through the Leadership Council on Legal Diversity**

*Littler Podcast*

May 29, 2024

### **Eleventh Circuit Holds Adverse Employment Action Is Required in ADA Failure-to-Accommodate Claims**

*Littler ASAP*

August 14, 2023

### **Protecting the Local CROWN: Combing Through Florida's Ordinances Prohibiting Discrimination Based on Hairstyles and Textures**

*Littler ASAP*

July 21, 2023

### **LOUD QUITTING! The New Emerging Global Resignation Trend Taking the Workplace by Storm**

*Littler Insight*

July 6, 2023

### **Littler Attorneys Participating in 2023 Diversity Leadership Programs**

*Littler Press Release*

April 17, 2023

**Annual Report on EEOC Developments – Fiscal Year 2021**

*Littler Report*

April 26, 2022

**Eleventh Circuit Holds FLSA Administrative Exemption Applies to Business Development Managers Who Drove Business to Car Manufacturer**

*Littler ASAP*

April 11, 2022

**Employers Must Beware Harassment Risks Posed By Emojis**

*Law360 Employment Authority*

April 4, 2022

**Salt Bae’s Sprinkle of First Impression: Eleventh Circuit Holds Mandatory Service Charges Are Not “Tips” and May Be Used to Satisfy FLSA Wage Requirements**

*Littler Insight*

March 30, 2022

**Littler Attorneys Selected for 2022 Diversity Leadership Programs**

*Littler Press Release*

March 25, 2022

**Is an Emoji Worth a Thousand Words? The Impact of Emojis in the Workplace**

*Littler Insight*

March 23, 2022

**To Quash or Not to Quash: Necessity of Formal Service of Process on Foreign Defendants through the Hague Convention**

*Littler ASAP*

November 19, 2021

**Just a Minute, Isn’t That De Minimis: California Should Not Burden or Require National Employers to Compensate Employees for De Minimis Off-The-Clock Work Activities**

*14 FIU L. Rev. 121*

2020