

## **Asha A. Santos**

Office Managing Shareholder

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## **Focus Areas**

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Privacy and Data Security  
Policies, Procedures and Handbooks  
Wage and Hour  
Training - Compliance, Ethics, Leadership

## **Overview**

Asha A. Santos devotes her practice to the litigation of all types of employment disputes in state and federal court and before government agencies. Asha's practice focuses on:

- Single- and multi-plaintiff harassment and discrimination matters
- ADA, FMLA, and leave of absence issues
- Wrongful termination
- Wage and hour
- Pre-litigation counseling and compliance issues

In addition to litigation, Asha has a robust practice as a neutral investigator. In this role, she has investigated and made factual findings concerning numerous high profile sex harassment and discrimination claims, and she has conducted workplace culture audits concerning allegations of bullying and microaggressions.

Asha also has particular skill in designing and implementing comprehensive training programs for employees in all levels of an organization.

Asha's comprehensive sessions include:

- Workshops tailored to senior executives and their unique legal obligations to respond to harassment and discrimination concerns
- Interactive workshops on respect in the workplace and equal opportunity employment principles
- “Train the trainer” sessions to empower human resources and in-house employees to deliver EEO workshops
- Bystander intervention workshops designed to create and support a “speak up” culture
- Sessions tailored to client or industry-specific issues, such as third party harassment concerns and social media

Asha’s popular Bystander Intervention training has been implemented by numerous employers in the wake of #MeToo, and Asha is a regular speaker on the topic of what #MeToo means for corporate America.

*\*Not licensed to practice in Maine and Rhode Island. Acting only in the capacity of a management role.*

## Professional and Community Affiliations

- Member, Boston Bar Association
- Member, Greater Boston Chamber of Commerce

## Education

J.D., Boston College Law School, 2007, *cum laude*

B.A., Williams College, 2000

## Bar Admissions

Massachusetts

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Massachusetts

## Publications & Press

**Littler’s Asha Santos Selected as Office Managing Shareholder for Three New England Offices**

*Littler Press Release*

July 5, 2023

**Maternity Leave Isn’t Enough to Retain New Moms**

*Harvard Business Review*

November 30, 2020

**Massachusetts Releases Four-Phase Reopening Plan**

*Littler Insight*

May 19, 2020

**If Something Feels Off, You Need to Speak Up**

*Harvard Business Review*

April 14, 2020

**#MeToo is necessary. It's also freaking men out.**

*Boston Globe*

January 9, 2020

**Rethinking Training – Bystander Intervention and Diversity & Inclusion Sessions**

*Littler Podcast*

December 9, 2019

**Littler Elevates 15 Attorneys to Shareholder**

*Littler Press Release*

January 4, 2016

**Domestic Violence Leave Required in Massachusetts**

*Littler ASAP*

October 14, 2014

**Massachusetts Supreme Judicial Court Clarifies Leave Rights Under the Massachusetts Maternity Leave Act**

*American Chamber of Commerce Resources*

October 2010

**Speaking Engagements**

**IE&D for Lawyers: Diversity Within the Legal Field and Navigating Diversity Efforts in the Wake of Recent Decisions**

November 30, 2023

**2023 New England Regional Employer Conference**

Boston, MA

November 14, 2023

**2020 Virtual New England Employer**

November 5, 2020

**Return to Work in Massachusetts – Managing the Next Phase of the Pandemic**

May 13, 2020

**#MeToo, Part 2 – Where Do We Go from Here?**

2019 New England Employer Conference, Newton, MA

September 27, 2019

**Plenary: What #MeToo Means for Corporate America**

Task Force for Talent Innovation Summit 2018

July 12, 2018

**2018 Employment Law Update**

Boston, MA

June 8, 2018

**2017 New England Employer Conference**

Boston, MA

October 27, 2017

**Data Protection and Cybersecurity Laws**

Annual Corporate Counsel Conference, Commercial Law Section - National Bar Association, Dana Point, CA

February 2013

**Complex Leave of Absence Issues – the Intersection of the FMLA, ADA, and Worker’s Compensation**

Client Presentation, Newton, MA

September 2012

**Books & Book Chapters**

- Massachusetts Human Resources Manual, *American Chamber of Commerce Resources*, 2013
- Massachusetts Human Resources Manual, *American Chamber of Commerce Resources*, Co-Author Joshua Davis, 2010