

Bradley C. Tobias

Associate

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Focus Areas

Discrimination and Harassment
Unfair Competition and Trade Secrets
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Higher Education
Litigation and Trials

Overview

Brad Tobias advises clients in federal and state employment law matters, including issues related to the:

- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Title VII of the Civil Rights Act of 1964
- Section 1981 of the Civil Rights Act
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)

In addition to these areas, Brad counsels and represents plaintiffs and defendants in disputes involving noncompete, nonsolicitation of customers, nonrecruitment of employees and nondisclosure and confidential information agreements. He also has experience representing parties in disputes involving trade secrets, tortious interference with business and contractual relations, breach of fiduciary duty and duty of loyalty, unfair and deceptive trade practices, business defamation, Computer Systems Protection Act violations, Defend Trade Secrets Act claims, Electronic Communications Privacy Act claims, Computer Fraud and Abuse Act claims, Stored Communications Act claims and Telephone Consumer Protection Act claims. In this practice, he has successfully obtained Temporary Restraining Orders and Preliminary Injunctions.

Brad also advises HR professionals and personnel on university and college matters, including Title IX compliance, constitutional due process claims and policy review.

Prior to joining Littler, Brad was an employment and labor attorney at a national law firm, representing private and government contractor employers. Brad also practiced labor and employment law at a mid-sized regional firm. He has previously worked with the Office of Attorney General for the District of Columbia where he defended the District in employment law, civil rights, torts, and other civil cases in local and federal court. Previously, Brad wrote and published more than 200 articles for the blog *Labor & Employment Law Essentials*, which offered employers analyses of emerging labor and employment issues.

Professional and Community Affiliations

- Board of Directors, Capital City Symphony
- Member, Virginia Bar Association
- Member, Fairfax Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Certified Legal Lean Sigma Institute (LLSI) White Belt

Education

J.D., William & Mary Law School, 2014

B.A., George Washington University, 2010, *magna cum laude*

Bar Admissions

District of Columbia

Virginia

Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. District Court, District of Maryland

Publications & Press

Prince George's County, MD Amends Criminal Background Check Law

Littler ASAP

October 1, 2024

Maryland Enacts Law Prohibiting Non-Compete Agreements for Veterinary and Healthcare Professionals

Littler ASAP

April 26, 2024

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

Littler Press Release

August 19, 2021

DC Council Adopts Expanded Sick Leave, Unemployment Amendments

Littler ASAP

April 8, 2020

A COVID-19 Guide for Employers in the DMV (DC, Maryland, Virginia)

Littler Insight

March 26, 2020

The OFCCP Continues to Crack Down on Pay Discrimination

Law 360

February 8, 2017

Officious Intermeddling or Protected First Amendment Activity? The Constitutionality of Prohibitory Champerty Law After Citizens United

22 Wm. & Mary Bill Rts. J. 1293

2014

Speaking Engagements

Ask A Littler Attorney: 2024 Hot Topics and New Employment Laws

February 20, 2024

2023 Mid-Atlantic Regional Employer Conference

Washington, DC

June 16, 2023

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022