

Brandon R. Mita

Shareholder

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Focus Areas

Discrimination and Harassment
Audit Services
Hiring, Performance Management and Termination
Training - Compliance, Ethics, Leadership
Wage and Hour
Inclusion, Equity and Diversity
Littler X-celerator Toolkits

Overview

Brandon R. Mita represents employers in various areas of employment law before state and federal trial and appellate courts, the American Arbitration Association, JAMS, the Equal Employment Opportunity Commission, and other state and local agencies responsible for investigating allegations of workplace discrimination, harassment, and retaliation.

In addition, Brandon provides advice and counseling to clients on a wide variety of employment law areas, including:

- Handbooks, policies, and procedures
- Employment-related contracts
- Disability and workplace accommodations
- Discrimination, harassment, and retaliation
- Family and medical leave
- Workplace investigations
- Wage and hour compliance and litigation

Throughout his career at Littler, Brandon has dedicated a substantial portion of his time to aiding several non-profits on a *pro bono* basis. He is currently the *pro bono* general counsel for the National Japanese American Memorial Foundation, a

nonprofit organization dedicated to education and public awareness about the internment of Japanese Americans by the U.S. government during World War II. From 2014-2016, Brandon served as the national legal counsel to one of the largest Asian Pacific American community-based organizations in the U.S. In this capacity, Brandon advised the organization on numerous areas, including but not limited to, employment and board governance. Brandon also provides *pro bono* employment-related advice to other non-profit organizations in the Washington, D.C. area.

In 2016, Brandon served on a secondment at a large hotel management company where his responsibilities included leading the company's internal investigations teams with respect to employment-related allegations as well as developing and providing training on the company's internal investigation response protocols. Brandon also reviewed, revised, and drafted employment policies and procedures, and he developed strategies for the company's employment litigation. Lastly, he was the primary contact for providing advice and counsel on a wide variety of human resources questions and issues, including but not limited to, background checks, leaves of absence, discrimination and harassment, and issues related to various wage and hour situations.

Brandon is the co-chair for the Business Development Subcommittee for Littler's 'Ohana Affinity Group and is a current protégé in Littler's Career Advocacy Program.

Prior to joining Littler, Brandon worked as a law clerk for former Equal Employment Opportunity Commissioner Stuart J. Ishimaru.

Professional and Community Affiliations

- Member, Social Impact Incubator, Institute for Inclusion in the Legal Profession
- Member, Community Advisory Board, Global Asian Studies Program, University of Illinois at Chicago
- Member, Board of Directors, Washington D.C. Chapter of the Japanese American Citizens League
- Member, American Bar Association
- Member, Chicago Bar Association
- Member, Asian Pacific American Bar Association of the Greater Washington, D.C. Area, Inc.
- Member, National Asian Pacific American Bar Association
- Member, Japanese American Bar Association
- Member, National Employment Law Council
- Member, National Native American Bar Association
- Associate Member, U.S. - Japan Council
- Member, D.C. Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

- Named, Rising Star, Washington, D.C., *Super Lawyers*, 2020
- Named, 2017 Capital Pro Bono Honor Roll, *The D.C. Access to Justice Commission and the D.C. Bar Pro Bono Center*
- Named, 2016 Capital Pro Bono High Honor Roll, *The D.C. Access to Justice Commission and the D.C. Bar Pro Bono Center*

Education

J.D., Howard University School of Law, 2010

B.A., University of Illinois at Chicago, 2006

Bar Admissions

District of Columbia

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Northern District of Illinois

U.S. District Court, District of Maryland

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Updates to DC Tipped Wage Workers Amendment Act

Littler ASAP

April 30, 2024

Celebrating AAPI Heritage Month: Bringing About Change Through Servant Leadership

Littler Podcast

May 31, 2023

Washington, DC Legislative Roundup

Littler Insight

May 5, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Littler Attorneys Participating in 2023 Diversity Leadership Programs

Littler Press Release

April 17, 2023

D.C. Voters Pass Initiative 82, Phasing Out Tipped Minimum Wage by 2027

Littler ASAP

November 18, 2022

What You Need to Know About Reporting and Training Requirements in the DC Tipped Wage Worker Fairness Amendment Act

Littler Insight

September 30, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Littler Elevates 33 Attorneys to Shareholder

Littler Press Release

January 6, 2022

\$10 Million “Reverse” Race & Gender Discrimination Verdict Gives DE&I Programs a Halloween Fright

Littler ASAP

October 29, 2021

The District of Columbia Mandates Vaccines for D.C. Employees, Interns, Contractors, and Grantees

Littler ASAP

August 11, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

A Call For Greater Collaboration Among Attorneys of Color Within Law Firms

Institute for Inclusion in the Legal Profession (IILP)

June 23, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Annual Report on EEOC Developments – Fiscal Year 2017

Littler Report

February 27, 2018

Looking Back to Push Forward: An Overview of Asian American Involvement in the Civil Rights Movement

Institute for Inclusion in the Legal Profession

March 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Confused About D.C.'s New Wage Law? Here's What You Should Know

Washington Business Journal

June 17, 2016

The District of Columbia Council Paves the Way to Increasing the Hourly Minimum Wage to \$15 by 2020

Littler ASAP

June 8, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

The U.S.-Japan Council Announces Its 2013 Class of TOMODACHI Emerging Leaders

The U.S.-Japan Council

October 3, 2013

A Different World: What's it like to be an Asian American Student at a Historically Black College?

Hyphen Magazine

January 27, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Annual Report on EEOC Developments – Fiscal Year 2011

Littler Report

January 20, 2012

Speaking Engagements

The DC Tipped Wage Worker Fairness Amendment Act (TWWF): Employer Obligations and Training Requirements

February 23, 2023

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022

2021 Mid-Atlantic Virtual Employer Conference

September 9, 2021

The Rise of Independent Contractors – Meet the New Boss, Same as the Old Boss?

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

June 5, 2018

Looking Back to Push Forward: An Overview of Asian American Involvement in the Civil Rights Movement

Bank of America - Institute for Inclusion in the Legal Profession Symposium on the State of Diversity and Inclusion in the Legal Profession, Charlotte, NC

May 14, 2018

Looking Back to Push Forward: An Overview of Asian American Involvement in the Civil Rights Movement

3M - Institute for Inclusion in the Legal Profession Symposium on the State of Diversity and Inclusion in the Legal Profession, St. Paul, MN

April 9, 2018

Board Governance Principles and Fiduciary Duties

The Board Fellowship Program Webinar Series – Kizuna
April 2, 2018

Lessons from Next Generation Leaders

The U.S. – Japan Council Annual Conference, Washington, D.C.
November 12, 2017

Best Practices for Conducting Effective Workplace Investigations: Legal Requirements and Practical Considerations

Labor & Employment Webinar Series – Littler Mendelson and BB&T
November 1, 2017

Board Governance Principles and Fiduciary Duties

The Board Fellowship Program Webinar Series – Kizuna
September 11, 2017

Looking Back to Push Forward: An Overview of Asian American Involvement in the Civil Rights Movement

BMO Harris - Institute for Inclusion in the Legal Profession Symposium on the State of Diversity and Inclusion in the Legal Profession, Chicago, IL
June 6, 2017

Creating and Maintaining Legally Compliant Job Descriptions

Strafford Publications, Inc. Webinar
May 25, 2017

Looking Back to Push Forward: An Overview of Asian American Involvement in the Civil Rights Movement

Hewlett Packard Enterprise - Institute for Inclusion in the Legal Profession Symposium on the State of Diversity and Inclusion in the Legal Profession, Palo Alto, CA
March 27, 2017

TOMODACHI Daiwa House Student Leadership Conference III

The U.S. – Japan Council, Washington, D.C.
October 22, 2016

Legally Terminating Employees on Leave: How to Ensure FMLA and ADA Compliance

Center For Competitive Management (C4CM) Webinar
June 28, 2016

Writing Accurate and Defensible Job Descriptions that Comply with the FLSA, ADA, and FMLA

Center For Competitive Management (C4CM) Webinar
February 9, 2016

U.S. - Japan Relations Symposium: 70 Years and Beyond

Northwestern University, Evanston, IL

November 21, 2015