

Constance E. Norton

Office Managing Shareholder

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Focus Areas

Class Action
Litigation and Trials
Wage and Hour
Discrimination and Harassment

Overview

Constance E. Norton is a senior advisor to in-house legal and human resources teams. As a litigator for nearly 35 years, Constance's practice focuses on counseling management on strategies and developing policies designed to minimize exposure to individual employee, class and PAGA lawsuits. When a lawsuit or arbitration is initiated, Constance defends employers against claims involving wage and hour violations, employment discrimination, harassment and retaliation, whistleblowing and employee theft of trade secrets.

Constance invests the time to understand her clients' businesses and to keep them apprised of relevant changes in the law to avoid litigation. When a company is sued, she provides an aggressive defense while minimizing the disruption to her clients' businesses and keeping an eye on a cost effective resolution. She prides herself on her ability to synthesize legal issues for human resources directors and in-house counsel which allows them to communicate the cost savings benefits of legal compliance with their internal business partners.

Constance has extensive experience defending employers in state and federal court and before administrative agencies, including the California Civil Rights Division and the Equal Employment Opportunity Commission. She also has broad experience representing companies in mediation and other alternative dispute resolution processes.

Professional and Community Affiliations

- Member, Board of Directors, Bar Association of San Francisco, January 2023-present
- Member, Litigation / Labor and Employment Sections, State Bar of California
- Member, Bar Association of San Francisco
- Consumer Advocate, CDMRP Breast Cancer Research Program Peer Review Grants, 2007-present
- Member, Board of Directors, Littler Mendelson, PC, January 2021-December 2023
- Member, Board of Directors, Justice & Diversity Center of The Bar Association of San Francisco, January 2020-December 2022
- Chair, Vice Chair and Member, Board of Directors, The Shanti Project, 2012-2018

Recognition

- Named, The Best Lawyers in America®, 2025

Education

J.D., Golden Gate University School of Law, 1989, *With Highest Honors*

B.A., University of California, Los Angeles, 1983

Bar Admissions

California

District of Columbia

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Littler Elects Seven New Members to 2021 Board of Directors

Littler Press Release

January 21, 2021

Littler Names Two Office Managing Shareholders in Northern California

Littler Press Release

January 25, 2018

Out of the Darkness, into the Shadows: The DLSE Further Modifies Its Interpretation of the California Wage Theft Prevention Act

Littler Insight

April 18, 2012

Littler Mendelson Announces the Promotion of 14 Associates to Shareholders

Littler Press Release

January 3, 2011

Speaking Engagements

The Demise of On-Call Shifts? New York, San Francisco & Beyond

June 18, 2015

All-City 2012

Vistage International, San Francisco, CA

May 16, 2012

Northern California Employment Law Breakfast Briefing - San Francisco, CA

October 1, 2010