

## Courtney D. Bhatt

Associate

One Union Square  
600 University Street, Suite 3200  
Seattle, WA 98101  
main: (206) 623-3300  
direct: (206) 381-4926  
fax: (206) 447-6965  
cbhatt@littler.com



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### Focus Areas

Investigations  
Discrimination and Harassment  
Inclusion, Equity and Diversity  
Arbitration  
Labor Management Relations  
Policies, Procedures and Handbooks  
Higher Education

### Overview

Courtney D. Bhatt represents employers in the defense of federal and state employment law claims, including discrimination, harassment, internal investigations, and alternative dispute resolution. Further, Courtney represents and counsels employers in traditional labor law and labor relations matters. She provides advice and counsel, and innovative solutions to issues including harassment prevention training and inclusion, equity, and diversity.

Courtney has extensive litigation and arbitration experience and has consistently obtained favorable results, including successful arbitration awards as first chair, summary judgments, and judgments upheld on appeal. She also has extensive experience conducting internal and external workplace investigations for private employers and public sector employers related to allegations of misconduct, including discrimination, retaliation, and sexual harassment.

Prior to joining Littler, Courtney practiced labor and employment defense at a Tier 1 regional law firm in Washington, and she also practiced business litigation and administrative law at a business law firm in Bellevue, Washington. While in California, Courtney practiced employment defense at a law firm in the Los Angeles area.

While at Dartmouth, Courtney received a Mellam Family Foundation Scholarship for outstanding community service and academic achievement, and served as a student judiciary board member of the Committee on Standards.

Courtney earned a Certificate in Dispute Resolution from the Straus Institute for Dispute Resolution.

## Professional and Community Affiliations

- Member, King County Bar Association
- Member, Association of Workplace Investigators

## Recognition

- Named, Rising Star, Washington, *Super Lawyers*, 2019, 2023-2024
- Named, Top 100 for Washington, *The National Black Lawyers (NBL)*, 2024

## Education

J.D., Pepperdine University School of Law, 2011

A.B., Dartmouth College, 2007

## Bar Admissions

Washington

California

## Courts

U.S. District Court, Western District of Washington

U.S. District Court, Central District of California

U.S. District Court, Eastern District of Washington

## Languages

Spanish

## Publications & Press

**Probing in Procurement – Recent Decisions May Prompt Review of Supplier Diversity Programs**

*Littler ASAP*

March 13, 2024

## Speaking Engagements

**“Leaving on a Jet Plane”: What Employers Need to Know to Navigate Leaves of Absence Under Federal, State, and Local Laws in the Evergreen State**

SHRM South Puget Sound Chapter

October 17, 2024

**My First IEP Workshop: An Intro to Special Education**

Washington Autism Alliance

August 1, 2024

**Navigating New Employment Law Legislation: A Seminar for Nonprofit Leaders in Washington State**

501c Services Group

August 3, 2023

**Student Safety: Laws and Liabilities**

National Business Institute (NBI), Seattle, WA

September 12, 2019