

## Deborah Margolis

Senior Counsel

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## Focus Areas

General Data Protection Regulation (GDPR)

Litigation and Trials

Policies, Procedures and Handbooks

Hospitality

Retail

Privacy and Data Security

AI and Technology

## Overview

Deborah Margolis is qualified to practice in both the UK and Ireland. In the UK, Deborah practices both contentious and non-contentious employment law for businesses, advising clients on a wide of range of matters, from employee relations matters to terminations and large-scale projects, often with an international element.

Deborah has considerable experience in the area of workplace data privacy. She acted as data privacy counsel for one of GQ|Littler's technology clients in 2017 and 2018, leading their GDPR implementation and compliance project. She advises both UK and Irish clients on data privacy compliance (often with an international angle), complex data privacy issues, subject access requests, and data breaches.

Deborah also focuses her practice on Artificial Intelligence (AI), its use in the workplace and its future regulation in both the EU and UK. She frequently speaks as a thought leader on AI at international conferences, including Littler's flagship client conference and AI summit.

Deborah has been recognized as a future global employment leader by International Employment Lawyer in the 2023 Tomorrow's Leaders thought-leadership survey; a showcase of 40 rising stars from across the world who will be at the forefront of addressing future workplace challenges.

Deborah is recognized as a key lawyer in the Legal 500 (2024) guide. Clients say, ‘in particular, Deborah Margolis has proven an outstanding advisor and confidant. She is bright, highly competent and yet pragmatic and business-focused.’ Others say: "Deborah Margolis is fantastic: a sharp, practical thinker who quickly discerns where we are, where we need to be, and how to help us get there. Her recommendations are tailored to our risk tolerance just as an in-house solicitor’s would be. If we could clone her to advise us in every geography, we would."

Deborah joined GQ|Littler in January 2016, having trained at a boutique employment law firm and worked in the employment department of an international firm.

## Professional and Community Affiliations

- Member, Employment Lawyers Association
- Member, Institute of Advanced Privacy Professionals (IAPP)

## Recognition

- Recommended, *Legal 500*, 2024
- Recognised, IEL Elite, *International Employment Lawyer*, 2024
- Named, Tomorrow's Leaders, *International Employment Lawyer*, 2023

## Bar Admissions

United Kingdom (England and Wales)

Ireland

## Publications & Press

### Gotta tip 'em all? Understanding the UK's new gratuity rules

*Littler ASAP*

September 26, 2024

### UK Legislation Round-up: What Was Passed in the Parliamentary Wash-up?

*Littler ASAP*

August 13, 2024

### The Global Guide Quarterly (Quarter 2, 2024)

*Littler Global Guide Quarterly*

July 24, 2024

**EU AI Act Will Formally Become Law and Provisions Will Start to Apply on a Staged Basis**

*Littler ASAP*

July 15, 2024

**EU AI Act Implications for US Employers**

*Bloomberg Law*

July 3, 2024

**GDPR Day 2024: A Look at Past, Present and Future Developments in the UK**

*Littler ASAP*

May 30, 2024

**Divergent Paths on Regulating Artificial Intelligence**

*Littler Insight*

April 1, 2024

**European Parliament Adopts the World's First Comprehensive AI Law**

*Littler Insight*

March 18, 2024

**Back to the Future? UK Government Consults on the Potential Reintroduction of Tribunal Fees**

*Littler ASAP*

March 4, 2024

**Data Privacy and AI: What Should UK and EU Employers Look out for in 2024?**

*Littler ASAP*

February 2, 2024

**Questions Linger Over UK Plans To Resurrect Tribunal Fees**

*Law360*

February 2, 2024

**Gov't Floats Return of Fees for Employment Tribunals**

*Law360*

January 29, 2024

**Artificial intelligence risks dominate Davos discussions**

*International Employment Lawyer*

January 18, 2024

**Little Global Guide - United Kingdom - Q3 2023**

*Little Global Guide Quarterly*

October 17, 2023

**Little Global Guide - United Kingdom - Q2 2023**

*Little Global Guide Quarterly*

July 21, 2023

**UK Information Commissioner's Office Publishes New Guidance on Data Subject Access Requests**

*Little ASAP*

July 10, 2023

**European AI Act Progresses to the Next Stage of the Legislative Process**

*Little ASAP*

June 22, 2023

**Court of Justice of the European Union Case on DSARs: Summary of Information Is Not Enough!**

*Little ASAP*

May 30, 2023

**An Overview of the Employment Law Issues Posed by Generative AI in the Workplace**

*Little Report*

May 11, 2023

**Empower Talks: Deborah Margolis, Senior Associate at GQ Littler**

*Empower Talks*

March 1, 2023

**UK: New Year's Data Privacy Resolutions**

*Little ASAP*

January 30, 2023

**Women's health, the workplace and 'big data' – what's the connection?**

*Personnel Today*

August 19, 2022

**Irish Court Rules on Lawfulness of Use of CCTV in Disciplinary Proceedings**

*Little ASAP*

July 28, 2022

**UK to Shift Away From GDPR: Government Consultation Confirms Plans to Change UK Data Privacy Regime**

*Littler Insight*

June 30, 2022

**“One Size Fits All” Data Retention Policies: A Unicorn for International Employers?**

*Littler Insight*

May 26, 2022

**UK Data Privacy Regulator Publishes Guidance Following Relaxation of COVID Measures**

*Littler ASAP*

April 28, 2022

**Data Transfer to the US: Is Privacy Shield 2.0 in the Making?**

*Littler ASAP*

April 28, 2022

**Littler Global Guide - United Kingdom - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Littler Global Guide - United Kingdom - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**UK Considers Changes to Data Protection Law**

*SHRM Online*

November 15, 2021

**Is the UK about to scrap GDPR?**

*Littler ASAP*

October 1, 2021

**UK: What are the risks of mandatory vaccination policies in the workplace?**

*Littler Insight*

September 30, 2021

**Littler Global Guide - European Union - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**EU Expected to Approve UK's Data Privacy Regime**

*Littler ASAP*

April 30, 2021

**UK: Mandatory vaccines for the workplace – worth a shot?**

*Littler Insight*

April 1, 2021

**High Court of England & Wales Considers Territorial Scope of GDPR for the First Time**

*Littler Insight*

March 31, 2021

**UK: Furlough Extended to Include Parents with Childcare Responsibilities**

*Littler ASAP*

January 28, 2021

**UK: Five Bits of Good News for Employers from the New DSAR Guidance**

*Littler ASAP*

December 1, 2020

**UK: Data Protection Issues of Employee Health Screenings, Testing, Tracing Apps, etc.**

*Littler Insight*

August 13, 2020

**UK: It's Not Me, It's You – Passing the Liability Buck While Working from Home**

*Littler Insight*

May 26, 2020

**Littler Global Guide - United Kingdom - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**12 Months Since GDPR - What Do Employers Really Need to Know?**

*Littler Insight*

June 13, 2019

**Littler Global Guide - United Kingdom - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

**Data Breach in the UK: Can a Rogue Employee Leave You on the Hook?**

*Littler Insight*

December 11, 2018

**Littler Global Guide - United Kingdom - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**Littler Global Guide - United Kingdom - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Speaking Engagements**

**2024 Littler AI Summit**

Washington, DC

September 23, 2024

**How to Scale Your U.S. IE&D Data Collection to a Global Workforce While Considering the Data Privacy, Culture, and Local Laws**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**AI & U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**2023 Philadelphia Regional Employer Conference**

Philadelphia, PA

October 27, 2023

**2023 Littler AI Summit**

Washington, DC

September 21, 2023

**Business Transactions in Europe: Moving Employees Around**

April 2, 2020

**Pay Equity Goes Global: How U.S. employers can tackle EMEA gender pay laws**

May 29, 2019