

## Ethan D. Thomas

Shareholder

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## Focus Areas

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Policies, Procedures and Handbooks

## Overview

Ethan D. Thomas devotes the majority of his practice to employment related litigation and administrative proceedings in Utah and Nevada. He has experience in matters involving:

- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act (ADEA)
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Sarbanes-Oxley Act (SOX)
- The Employee Retirement Income Security Act (ERISA)

Ethan advises clients on a broad range of employment issues, including disability accommodation requests, leaves of absence, investigations, discipline and terminations, handbooks and other policies.

Ethan also has experience working as in-house labor and employment counsel for a large multistate casino-entertainment and hospitality corporation. Prior to becoming an attorney, Ethan worked as a journalist in Salt Lake City, Utah. While in law school, Ethan was a member of the Editorial Board of the *New Mexico Law Review*.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Nevada

- Member, Labor and Employment Law Section, Utah State Bar

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025
- Order of the Coif

## Education

J.D., University of New Mexico School of Law, 2012, *magna cum laude*

B.A., Brigham Young University, 2007

## Bar Admissions

Nevada

Utah

## Courts

Nevada Supreme Court

U.S. District Court, District of Nevada

Utah Supreme Court

U.S. District Court, District of Utah

## Publications & Press

### **Two Utah Laws Related to Religious Expression in the Workplace Take Effect**

*Littler ASAP*

June 5, 2024

### **Utah Enacts New #MeToo-Inspired Law Related to Confidentiality Clauses**

*Littler ASAP*

February 29, 2024

### **Utah Prohibits Use of Vaccination Status in Employment Decisions**

*SHRM Online*

March 23, 2023

### **Utah Enacts Law Restricting Use of Vaccination or Immunity Status in Employment Decisions**

*Littler Insight*

March 21, 2023

**Utah Enacts Law Allowing Employers to Obtain Workplace Violence Protective Orders**

*Littler ASAP*

March 20, 2023

**Utah Amends Vaccination and Testing Requirements to Include Exemption for Previous COVID-19 Infection**

*Littler Insight*

March 23, 2022

**Littler Elevates 33 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2022

**Utah Enacts Law Related to COVID-19 Vaccination and Testing Requirements in the Workplace**

*Littler ASAP*

November 29, 2021

**Utah State Legislature Clarifies: Private Employers Not Required to Accommodate Use of Medical Cannabis; Public Employers Held to Different Standard**

*Littler ASAP*

March 11, 2020

**Littler Recognized by Leadership Council on Legal Diversity as a 2019 Top Performer and Selected for the 2019 Compass Award**

*Littler Press Release*

November 1, 2019

**What to Keep and What to Toss: Compliance with Record-keeping Requirements for Utah Employees**

*Utah Business*

June 5, 2017

**Nevada Clarifies Medical Marijuana Law and Enacts New Law on Arbitration Agreements**

*Littler Insight*

February 7, 2014

**The EEOC's 2013-2016 Strategic Enforcement Plan**

*Nevada Lawyer*

July 2013

**The Confrontation Clause and New Mexico's Short-Lived Acceptance of Surrogate Forensic Witnesses**

*New Mexico Law Review, Vol.42, No. 1*

2012

## Speaking Engagements

### **Salt Lake City Breakfast Briefing**

Salt Lake City, UT

November 7, 2024

### **2024 Nevada Regional Employer Conference**

Las Vegas, NV

October 16, 2024

### **Managing Legal Compliance and Workplace Culture in the Nevada Cannabis Industry**

August 1, 2024

### **Legal Update for Utah Employers**

July 10, 2024

### **2023 Nevada Regional Employer Conference - Las Vegas**

Las Vegas, NV

October 24, 2023

### **2023 Nevada Regional Employer Conference - Reno**

Reno, NV

September 28, 2023

### **2022 Nevada Regional Employer Conference - Reno**

Reno, NV

September 13, 2022

### **2022 Nevada Regional Employer Conference - Las Vegas**

Las Vegas, NV

September 8, 2022

### **Vaccines and Returning to Work: How the Pandemic Is Changing ADA Workplace Accommodations - Utah Edition**

Salt Lake City, UT

October 27, 2021

### **Vaccines and Returning to Work: How the Pandemic is Changing ADA Workplace Accommodations**

Nevada Virtual Regional Employer Conference

September 14, 2021

**Post-Election Impact: What to Expect Under a Biden Administration**

February 18, 2021

**2020 Nevada Virtual Employer**

October 29, 2020

**Reopening Utah: Preparing for Anticipated Litigation in the Post-COVID World**

July 10, 2020

**Reopening Nevada: Preparing for Anticipated Litigation in the Post-COVID World**

June 24, 2020

**A Legal Update: Answers to Utah Employers' Questions**

April 28, 2020

**A Legal Update: Answers to Nevada Employers' Pressing Questions**

April 14, 2020

**Responding to Workplace Violence: What Would You Do If...**

Nevada Employer Conference

September 19, 2019

**A Practical Approach to the Americans with Disabilities Act: Applying Performance and Conduct Standards to Employees with Disabilities**

April 17, 2018