

Kevin P. O'Neill

Principal | Senior Director, Littler Learning
Group

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Focus Areas

Training - Compliance, Ethics, Leadership
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Investigations
Hiring, Performance Management and Termination
Littler Knowledge Management
Workplace Training
Inclusion, Equity and Diversity
Legislative and Regulatory

Overview

After two decades of advising management on employment relations issues, Kevin O'Neill currently focuses his practice on helping employers implement prevention practices and maintain compliance. As the senior director of the Littler Learning Group (LLG), he oversees the firm's employment law and corporate compliance client training programs. He helps ensure the programs meet each client's unique needs and incorporate the firm's best legal practices and cutting-edge learning techniques. He has conducted training and employment counseling for more than 100,000 executives, decision-makers, human resource professionals and employees throughout the United States on a wide variety of topics, such as:

- Harassment
- Diversity
- Ethics
- Leadership
- Performance

- Investigations
- Compliance
- Title VII
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- Federal Sentencing Guidelines
- State statutes

Kevin brings a diverse skill set to his practice. He is a certified executive coach. He has a background in stage, film and video and is a member of the Screen Actors Guild. He collaborates with the firm's practice groups to produce innovative presentation features and prevention services for the firm's clients. In addition, he develops and reviews employee handbooks, policies, and codes of conduct and conducts compliance and training audits.

Kevin works with clients across the country in industries that include:

- Pharmaceuticals
- Bio-technology
- High-technology
- Legal
- Health Care
- Retail
- Manufacturing
- Construction
- Finance
- Accounting

Prior to his legal career, Kevin had his own training firm, which focused on employment law, performance management, leadership and communication skills training. He was also a featured presenter for CareerTrack, a nationally-renowned training organization.

In law school, Kevin served as an editor for the moot court board.

Professional and Community Affiliations

- Member, California Bar Association
- Member, New York State Bar Association
- Facilitator, International Center for Non-Violent Communication

Education

J.D., Fordham University School of Law, 1985

B.A., Boston College, 1981

Bar Admissions

California

New York

Publications & Press

Can an employer regulate its employees' political speech or activity in the workplace?

Littler 2 the Point Video

October 3, 2024

The Overlooked Benefits of Workplace Harassment Prevention

Risk Management

October 5, 2023

How can we be proactive about addressing conflict in the workplace?

Littler 2 the Point Video

May 17, 2023

The Rise in Antisemitism in America

Littler Podcast

April 7, 2023

Real Cost, Real Value: Harassment Prevention and DEI Training in Staffing

American Staffing Association

November 9, 2021

Understanding the Costs of Harassment Prevention and DEI Training

American Bar Association (ABA)

May 14, 2021

Understanding the Costs of Harassment Prevention and DEI Training

Business Law Today

May 3, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Littler Mendelson Goes All In on Video

Attorney at Work

November 13, 2019

Games People Play—To Learn

Training Magazine

September 12, 2019

California Pushes Back Start Date for Small Business Anti-Harassment Training Requirement

Littler ASAP

September 3, 2019

What Do California's New Training Requirements Mean for Staffing Firms?

SHRM Online

February 21, 2019

What Do California's New Sexual Harassment Training Requirements Mean for Staffing Firms?

Littler Insight

February 14, 2019

Time to Reset Your Anti-Harassment Training Schedule for Supervisory Employees in California

Littler ASAP

January 17, 2019

“Charting” a Course for the New Year: A Summary of California’s Expanded Employer Training Duties

Littler Insight

January 3, 2019

Delaware Mandates Sexual-Harassment Training

SHRM Online

September 12, 2018

Delaware Adopts Law Expanding Sexual Harassment Protections and Requiring Employee Training

Littler ASAP

August 30, 2018

Investigations in the #MeToo Environment: The Importance of Planning Before A Harassment Complaint

Littler Podcast

June 20, 2018

Bloomberg Law’s VIDEO Coverage of the 2018 Littler Executive Employer Conference

Bloomberg Law

May 4, 2018

How Can Employers Compete with this Sporting Trifecta? The Super Bowl, Olympics, and March Madness Approach

Littler Insight

February 1, 2018

Why Sexual Harassment Training Doesn't Stop Harassment

The Washington Post

November 17, 2017

Are Your Compliance Training Efforts Keeping Pace With Industry Standards?

Littler Podcast

October 18, 2017

How to Create a Culture of Civility

SHRM Online

March 20, 2017

The Continuing Expansion of Sexual Harassment Training Requirements in California

Littler Insight

November 11, 2016

Conducting Internal Workplace Investigations – Are You Prepared?

Littler Podcast

September 6, 2016

Taking Workplace Training to the Next Level: EEOC Task Force Recommends Live, Interactive Harassment Prevention Training

Littler Insight

June 29, 2016

Eight Steps Toward Eliminating Workplace Bullying

The National Law Journal

August 24, 2015

California employers mull new workplace bullying regulations

InsideCounsel

March 10, 2015

Time to Stand Up To Workplace Bullies

Human Resource Executive Online

December 8, 2014

Employers should be 'bully' over new training requirement

Daily Journal

September 23, 2014

Recommendations for Employers After Increasing Levels of Workplace Retaliation Reported in National Survey

Corporate Compliance Insights

February 24, 2012

Increasing Levels of Workplace Retaliation Reported in National Survey

Littler Insight

January 13, 2012

Making Mandatory Training Memorable Through Innovative Design

Littler ASAP

September 27, 2010

The Big Picture Behind the Numbers – New EEOC Data Continues a Heightened Trend

Littler Insight

February 9, 2010

Speaking Engagements

Conducting Lawful Investigations in the New Workplace

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

November 19, 2020

Conducting Investigations in a Virtual World

October 15, 2020

Anti-Harassment Compliance Training for 2020 and Beyond

September 30, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

September 17, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

June 18, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant
March 19, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant
November 14, 2019

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant
September 19, 2019

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant
June 20, 2019

#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo
Boston, MA
June 11, 2019

Internal Investigations Q&A
2019 Mid-Atlantic Employer Conference, Bethesda, MD
June 7, 2019

Conducting Legal Investigations in the Wake of #MeToo
Denver, CO
April 18, 2019

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant
March 21, 2019

A Supervisor's Guide to Preventing Workplace Harassment (California and National)
November 15, 2018

A Supervisor's Guide to Preventing Workplace Harassment (California and National)
September 20, 2018

A Supervisor's Guide to Preventing Workplace Harassment (California and National)
June 21, 2018

From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training Protocol
Littler Executive Employer, Phoenix, AZ
May 4, 2018

A Supervisor's Guide to Preventing Workplace Harassment (California and National)
March 15, 2018

Preventing Workplace Harassment (California and National)

December 14, 2017

Conducting Lawful Workplace Investigations

Tysons Corner, VA

November 16, 2017

Preventing Workplace Harassment (California and National)

November 16, 2017

Preventing Workplace Harassment (California and National)

October 19, 2017

Service Animal Accommodations

San Francisco, CA

October 19, 2017

Preventing Workplace Harassment (California and National)

August 17, 2017

Preventing Workplace Harassment (California and National)

May 18, 2017

Conducting Efficient, Effective, and Lawful Workplace Investigations

The 2017 Executive Employer® Conference, Phoenix, AZ

May 12, 2017

Preventing Workplace Harassment (California and National)

February 16, 2017

Monthly Webinar: Preventing Workplace Harassment (California and National)

December 15, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

November 17, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

October 20, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

September 15, 2016

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Charlotte, NC

September 13, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

August 18, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

July 21, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

June 16, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

May 19, 2016

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April 21, 2016

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December 18, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

November 20, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

October 16, 2014

Blame The New Workplace! Navigating Challenges Created by Today's Workplace

Littler Mendelson, Atlanta, GA

October 9, 2014

The 2014 Atlanta Employer Conference

Atlanta, GA

October 9, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

September 18, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

August 21, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

July 17, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

June 19, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

May 15, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

April 17, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

March 20, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

February 20, 2014

Monthly Webinar: Preventing Workplace Harassment (California and National)

December 19, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

November 21, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

October 17, 2013

Conducting Lawful and Effective Global Investigations

Chicago, IL

September 25, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

September 19, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

August 15, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

July 18, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

June 20, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

May 16, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

April 18, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

March 21, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

February 21, 2013

Monthly Webinar: Preventing Workplace Harassment (California and National)

January 17, 2013

Preventing Workplace Harassment (California and National) - Monthly Webinar

November 15, 2012

Conducting Lawful Investigations: Just The Facts

Littler Mendelson, Scottsdale, AZ

May 11, 2012

Understanding, Preventing & Responding to Bullying and Harassment in Schools

April 15, 2011

The 2010 Public School Employer

San Jose, CA

October 29, 2010

Kevin O'Neill to present at the State & Federal Laws Affecting Background Checks: What's New in 2007

May 9, 2007

Kevin O'Neill Presents: Conducting Lawful Investigations: Practical Skills for HR Professionals - HR Week West

Santa Clara, CA

February 20, 2007

An Executive Overview: Workplace Ethics & Compliance

December 5, 2006