

Laura Davis

Associate

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Focus Areas

Policies, Procedures and Handbooks
Discrimination and Harassment
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Litigation and Trials

Overview

Laura Davis advises employers on a broad range of employment matters, including discrimination and harassment, retaliation, discipline, wage and hour issues, contract disputes, hiring, termination, workplace investigations, severance agreements, leave compliance, accommodations and the interactive process, and performance management.

Laura routinely works with employers of various sizes to stay compliant during the full cycle of the employment relationship. A large part of Laura's practice involves drafting and customizing employee handbooks and policies, and conducting comprehensive compliance reviews.

In addition to her role as an advisor and counselor, Laura also represents clients when employment disputes arise. She has defended employers in litigation matters filed in both state and federal court, and routinely assists clients in responding to charges filed through government agencies such as the Equal Employment Opportunity Commission. Moreover, she has successfully assisted her clients in reaching favorable outcomes in pre-litigation negotiations, mediations, and informal dispute resolution.

Prior to joining Littler, Laura practiced civil litigation advocating for employers on various aspects of employment law. In law school, she served as managing editor for the *Seattle University Law Review*, and externed with the U.S. District

Court for the Western District of Washington. She also served as a student volunteer for the U.S. Department of Labor's Occupational Safety and Health Administration Whistleblower Protection Program.

Professional and Community Affiliations

- Member, Washington Women Lawyers
- Member, National Association of Women Lawyers
- Member, King County Bar Association
- Member, American Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025

Education

J.D., Seattle University School of Law, 2016

M.P.A., Seattle University, 2009

B.A., Seattle University, 2005

Bar Admissions

Washington

Courts

Washington State Supreme Court

U.S. District Court, Western District of Washington

U.S. District Court, Eastern District of Washington

Publications & Press

HB 1696: Updating Washington's Equal Pay and Opportunities Act

MRSC.org

August 5, 2019

Speaking Engagements

Election Impact: Upcoming Policies to Consider

December 13, 2022

Why a Well-Written Employee Handbook Is Worth Its Weight in Gold

June 7, 2022

