

## Michelle C. Anderson

Secondment Counsel

direct: (415) 276-2617

mcanderson@littler.com



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### Focus Areas

Discrimination and Harassment

Investigations

Workplace Training

Hiring, Performance Management and Termination

Policies, Procedures and Handbooks

### Overview

As Secondment Counsel, Michelle C. Anderson leverages her in-house experience by regularly supporting a diverse range of clients as interim in-house employment counsel. While seconded, she practices as part of the client's employment legal team or serves as the sole in-house employment legal support, providing continuity of service while the client backfills an in-house employment role, covers an employee's leave of absence, or otherwise adjusts its in-house legal team. She generally becomes embedded with the client for a period of several months, stepping into the shoes of the in-house employment lawyer on a full-time or part-time basis. As a secondee, Michelle partners directly with the client's human resources, operations, and legal teams for daily advice and support, responds to regulatory agencies and attorney demands, advises on compliance strategies, conducts and advises on investigations, develops policies, supports restructuring initiatives, and manages outside counsel and litigation. She also efficiently manages legal projects and regularly utilizes Littler's innovative technology-based tools to optimize her delivery of advice and counsel.

Before serving as Secondment Counsel, Michelle practiced as Littler onDemand Counsel and Littler CaseSmart Counsel. As Littler onDemand Counsel, she provided highly efficient, relevant, and actionable advice and counsel and frequently collaborated with Littler attorneys who bring industry-leading subject matter and jurisdictional knowledge to provide quick and substantive answers to client inquiries. She also was a member of the firm's COVID-19 Task Force, advising clients on legislative developments, vaccination and accommodation issues, and assisting with the development of workplace policies. As Littler CaseSmart Counsel, Michelle defended federal, state, and local agency charges and complaints, including providing written risk assessments, drafting position statements and other substantive responses, representing clients at mediations and fact-finding conferences, and settling cases within authority.

Before joining Littler, for more than 15 years Michelle practiced as in-house employment counsel and served as a human resources executive in national and global companies with both union and non-union workforces of up to 30,000 employees. She collaborated with clients to proactively mitigate legal risk while promoting best practices and identifying practical business solutions.

## Professional and Community Affiliations

- Former Member, Virginia Bar Association
- Former Member and Secretary, Hampton Roads Chapter, Virginia Women Attorneys Association
- Former Member, Norfolk & Portsmouth Bar Association

## Education

J.D., William & Mary Law School, 1996

B.A., University of North Carolina at Chapel Hill, 1992, *with distinction*

## Bar Admissions

Virginia

North Carolina

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Eastern District of Virginia

U.S. Bankruptcy Court, Eastern District of Virginia

Virginia Supreme Court

## Speaking Engagements

**Leaves of Absence Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Client Webinar

April 20, 2022