

## Michelle S. Simmons

Littler CaseSmart Counsel

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### Focus Areas

Littler CaseSmart

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

### Overview

As a member of the Littler CaseSmart® team and based in Colorado, Michelle S. Simmons is responsible for handling administrative agency charges from investigation to conclusion. She works on client-dedicated service teams, focused on handling charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, Michelle defends the charge by drafting persuasive position statements and responses to the agency's requests for information and/or pursues resolution of the charge through formal or informal settlement negotiations.

Prior to joining the Littler CaseSmart team, Michelle advised management in compliance with state and federal employment laws. Working in the client's best interest, she quickly resolved disputes through settlement or litigated on their behalf when unavoidable. Her practice emphasized:

- Employment discrimination and harassment
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- Wrongful termination
- Retaliation actions

Michelle also has experience in traditional labor law, handling tort and contract disputes, and disputes related to intellectual property rights, specifically regarding federal copyright law and compliance with software end user license agreements.

Before joining Littler, Michelle practiced commercial litigation with an emphasis in employment and intellectual property law in Northern California. During law school, she was a judicial extern for the Hon. Susan Y. Illston, of the U.S. District Court, Northern District of California.

## Recognition

- Tony Patiño Fellow

## Education

J.D., University of California College of the Law, San Francisco (formerly Hastings), 2002

B.A., Claremont McKenna College, 1999

## Bar Admissions

Colorado

California

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Colorado

U.S. District Court, Northern District of California

## Publications & Press

**Colorado Court Provides Guidance On Enforceability of Covenants Not to Compete Against "Management Personnel"**

*Littler Insight*

July 1, 2009

**Colorado Enacts Law Guaranteeing Employees the Right to Discuss Their Wages**

*Littler Insight*

July 7, 2008