

Mikayla E. Almeida

Associate

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Focus Areas

Discrimination and Harassment

Whistleblowing, Compliance and Investigations

Unfair Competition and Trade Secrets

Leaves of Absence and Disability Accommodation

Overview

Mikayla E. Almeida defends employers against various employment-related claims before federal and state courts and agencies and arbitral forums. She has experience litigating issues arising under Title VII of the Civil Rights Act, the Florida Civil Rights Act, 42 U.S.C § 1981 (Section 1981), the Fair Labor Standards Act (FLSA), the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and claims involving restrictive covenants and trade secrets, workplace torts, employment contracts, whistleblowing, and retaliation. Mikayla also provides employers with preventative counseling on day-to-day employment issues, including investigations, discipline, terminations, policies and handbooks, and wage and hour compliance.

Recently, Mikayla successfully defended a large international company in a federal jury trial involving claims of retaliation. Her arbitration hearing experience includes successfully prosecuting unfair competition claims. She has also obtained awards of summary judgment in favor of employers in cases involving claims of discrimination and retaliation.

Before joining Littler, Mikayla practiced management-side employment litigation at a large Florida law firm. During law school, Mikayla graduated as the valedictorian of her graduating class, served as the editor-in-chief of the *Florida A&M University Law Review*, participated as a member of the school's Moot Court team, and was appointed by the Dean to the Dean's Student Advisory Council. With Mikayla's business background, she brings an innate understanding of business to her role as an employment attorney.

Professional and Community Affiliations

- Member, Orange County Bar Association
- Member, Labor and Employment Law Section, Florida Bar

Education

J.D., Florida A&M University College of Law, 2021, *magna cum laude*

B.S./B.A., University of Central Florida, 2018

Bar Admissions

Florida

District of Columbia

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Florida

Publications & Press

Florida Federal District Court Enjoins Enforcement of FTC’s Non-Compete Rule Against Real Estate Broker

Littler ASAP

August 16, 2024

Why Employers Should Care About Women’s Health And Its Impact On Workplace Policies

ACC Central Florida

November 20, 2023

It’s Almost Election Time – Navigating the Minefield of Politics at Work

ACC Tampa Bay

October 28, 2022

Speaking Engagements

Don’t Improv Your Workplace

ACC Central Florida

November 9, 2023

Politics in the Workplace

ACC Central Florida

October 2022

Professionalism

Florida Lawyers Mutual Insurance Company & Broward County Bar Association Florida Law Symposium

July 14, 2022

Help Wanted: Navigating Post-Pandemic Remote and Hybrid Work Arrangements and Florida's Stop WOKE Act Challenges

ACC Tampa Bay

June 16, 2022

What Employers Need to Know About OSHA's COVID-19 Emergency Temporary Standard

November 17, 2021