

## Monaliza Rainwater

Associate

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## Focus Areas

Discrimination and Harassment  
Policies, Procedures and Handbooks  
Investigations

## Overview

Monaliza Rainwater focuses her practice on labor and employment law matters. Prior to joining Littler, Mona was an associate in the New York office of a national, full-service law firm. She represented management clients on all aspects of labor and employment law including administrative charges and state and federal litigation. Additionally, Mona regularly counseled clients regarding multistate employment law compliance.

Mona previously worked as an assistant corporation counsel at the New York City Law Department on a broad range of employment litigation matters. She appeared on behalf of numerous New York City agencies in federal and state court, and represented agencies in cases involving the New York State Division of Human Rights and the New York City Commission on Human Rights.

## Recognition

- Recipient, Division Chief Award, *New York City Law Department*, 2019
- Recipient, International Law Review Founders Award, for Excellence in Legal Research and Writing, 2017

## Education

J.D., Emory University School of Law, 2018  
B.A., Hunter College, 2015, *magna cum laude*

## Bar Admissions

Colorado  
New York

## Courts

U.S. District Court, Southern District of New York  
U.S. District Court, Eastern District of New York

## Publications & Press

### **Colorado Enacts A Slew Of New Employment Laws**

*Law Week Colorado*  
August 10, 2023

### **The POWR Act takes effect: What does it mean for CO businesses?**

*Denver Business Journal*  
August 8, 2023

### **Colorado Court of Appeals Decision Underscores How Employer’s Prior Breach of an Employment Agreement May Excuse an Employee from Complying with Post-Employment Obligations**

*Littler ASAP*  
July 18, 2023

### **Colorado’s POWR Act Significantly Expands Workplace Harassment Laws, Limits Nondisclosure Provisions, and Makes Numerous Other Changes to Employment Law**

*Littler Insight*  
June 8, 2023

### **The Plight of Tanzanian Persons with Albinism: A Case for International Refugee and Asylum Procedure Reform**

*Vol. 32 Emory International Law Review*  
2017

## Speaking Engagements

### **2023 Rocky Mountain Regional Employer Conference**

Denver, CO  
October 27, 2023

**Colorado POWR Act**  
Lorman CLE Webinar  
October 25, 2023