

## Nehal S. Anand

Shareholder

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## Focus Areas

Discrimination and Harassment  
Hiring, Performance Management and Termination  
Higher Education  
Policies, Procedures and Handbooks  
Litigation and Trials  
Healthcare

## Overview

Nehal S. Anand is board certified in labor and employment law by the Texas Board of Legal Specialization. Nehal advises and represents employers in a broad range of employment law matters arising under federal and state laws, including:

- Discrimination on the basis of race, national origin, religion, sex, age, or disability
- Harassment in the workplace
- Retaliation, including workers' compensation retaliation
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Wage and hour disputes
- Breach of contract and state tort claims such as assault, defamation, fraud, misrepresentation, tortious interference and intentional infliction of emotional distress

Nehal also assists employers with responding to administrative charges of discrimination before the Equal Employment Opportunity Commission and claims for unemployment benefits or unpaid wages before the Texas Workforce Commission. In addition, she trains and counsels employers in best practices on employment law matters, including:

- Reviewing and drafting employee handbooks and policies
- Hiring, performance management and termination
- Conducting investigations related to employee misconduct, discrimination, harassment or retaliation

- Assessing employee accommodation requests to ensure compliance with the Americans with Disabilities Act
- Preventing discrimination, harassment and retaliation claims

Nehal works with both large and small companies and often works with clients in the healthcare, retail, hospitality, and energy industries.

Nehal's practice focuses primarily on employment litigation and trials.

- In 2017, Nehal prevailed in a federal jury trial involving allegations of race discrimination against a healthcare company.
- In 2019, Nehal prevailed in a multiplaintiff federal jury trial involving allegations of pregnancy discrimination and FMLA violations against a healthcare company.
- In 2023, Nehal prevailed in a federal jury trial against the EEOC involving allegations of disability discrimination.

Nehal has obtained several favorable dismissals and rulings on summary judgment in cases involving allegations of sexual harassment, hostile work environment, race discrimination, disability discrimination, retaliation, and FMLA violations.

Nehal serves on the firm's Associate Committee and has served as a liaison for the firm's Women's Leadership Initiative. Nehal is also the Chair for the Houston Bar Association's Labor and Employment Section.

During law school, Nehal served as a judicial intern for the Hon. David Hittner, U. S. District Judge, Southern District of Texas. In law school, she was a notes and comments editor for the *South Texas Law Review* and served as an advocate and brief-writer for the nationally-recognized South Texas College of Law Moot Court Team.

## Professional and Community Affiliations

- Chair, Labor and Employment Law Section, Houston Bar Association
- Member, Indo-American Chamber of Commerce of Greater Houston
- Member, South Asian Bar Association

## Recognition

- Named, Rising Star, Texas, *Super Lawyers*, 2020-2023
- Named, Up-and-Coming 50: Women Texas Rising Stars Top List, *Super Lawyers*, 2023
- Named, First Place, *Spurgeon E. Bell Intramural Moot Court Competition*
- Best Speaker, *Spurgeon E. Bell Intramural Moot Court Competition*
- Best Brief Award, *Spurgeon E. Bell Intramural Moot Court Competition*
- Recipient, Best Brief Award, National Appellate Advocacy Competition, *American Bar Association*
- Recipient, Second Place Brief Award, *Burton D. Wechsler First Amendment Moot Court Competition*

## Education

J.D., South Texas College of Law Houston, 2009, *summa cum laude*

B.A., University of Richmond, 2006, *cum laude*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

## Languages

Gujarati

## Publications & Press

**Help! My co-workers keep talking politics at work**

*Houston Chronicle*

October 8, 2019

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

## Speaking Engagements

**2024 Houston Regional Employer Conference**

Houston, TX

September 26, 2024

**2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023

**DEI Litigation**

ASCEND National Convention - Chief Diversity & Chief Responsibility Officers' Forum  
July 19, 2023

**Virus, Variants, and Vaccines**

Indo-American Chamber of Commerce Webinar  
September 8, 2021

**The Revolving Door of Returning to Work in Texas**

Littler 2020 Virtual Texas Employer Conference  
August 13, 2020

**COVID-19 for Businesses/Employers – Frequently Asked Questions**

Indo-American Chamber of Commerce Webinar  
March 25, 2020

**Schedules, Scarfs, and Shots, Oh My! Religious Accommodations in the Workplace**

2019 Houston Employer Conference, Houston, TX  
August 8, 2019

**What Managers Can Do to Mitigate Litigation Risk (and What You Can Do to Help Them)**

Houston, TX  
February 12, 2019

**2018 Legal Update: Washington, the Supreme Court and Beyond...**

2018 Houston Employer Conference, Houston, TX  
August 8, 2018

**Panel - #MeToo - Now What**

Asian Pacific Interest Section of the State Bar of Texas - Annual Conference  
April 27, 2018

**Conducting Efficient, Effective and Lawful Workplace Investigations**

2017 Littler Houston Employer Conference  
August 10, 2017

**Hiring and Firing: Increase Profit and Limit Liability**

HR Workshop, 2017 Asian American Hotel Owners Association's National Convention  
April 13, 2017

**ADA Accommodations and the Interactive Process**

Littler Mendelson and BB&T – Labor and Employment Webinar Series  
October 11, 2016

**2016 Employment Law Update and the DOL's New Overtime Rule**

Washington County Chamber of Commerce  
September 28, 2016

**The DOL's Final Rule on Overtime**

Asian American Hotel Owners Association Conference  
August 30, 2016

**2016 Houston Employer Conference**

Houston, TX  
August 11, 2016

**Social Media and Beyond - Addressing Employee Conduct in 2015**

Brazos Valley SHRM Business Seminar  
September 15, 2015

**2015 Houston Employer Conference**

Houston, TX  
August 13, 2015

**What's Happening at the Federal Level: Legislative, Agency, Supreme Court, and Fifth Circuit Update**

Littler, Houston, TX  
August 13, 2015

**Social Media and Beyond**

Houston Bar Association, Houston, TX  
July 17, 2015

**Social Media and Beyond**

The HR Professional 2015 - HR Houston, Houston, TX  
May 14, 2015

**Conducting Effective Workplace Investigations: "It's [Not] Elementary, My Dear Watson!"**

March 24, 2015

**The Changing Landscape of Legal Education: Employer's Perspective**

Garland R. Walker American Inn of Court

November 4, 2014

**Hiring, Performance Management and Termination**

Labor & Employment Webinar Series - Littler Mendelson and BB&T

September 18, 2014

**Future of Contingent Workers: Employer, Employee and Independent Contractors – Oh My!**

Littler Mendelson, Houston, TX

August 14, 2014

**Social Media: Effective Recruiting Tool or Employer Nightmare?**

Garland R. Walker American Inn of Court

November 12, 2013

**Ethical Issues for Corporate Counsel**

Littler Mendelson, Houston, TX

August 22, 2013

**Top 10 Mistakes Employers Make**

Littler Mendelson, Houston, TX

August 2, 2012

**FRCP Rule 26 Changes: Curbing the Fear Regarding Expert Communications**

Garland Walker American Inns of Court

November 1, 2011

**Human Resource Law: What You Need to Know Now**

National Business Institute

October 26, 2011

**Arbitration Agreements: Class Action Arbitration after Stolt-Nielsen S.A. v. Animal Feeds International Corp.**

Garland Walker American Inns of Court

March 1, 2011