

## Shannon McFarland Henderson

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, Shannon McFarland Henderson 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, Shannon 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.

Shannon has represented employers in state and federal courts, administrative hearings, labor arbitrations, and before the Equal Employment Opportunity Commission (EEOC) and related state agencies in a variety of matters, such as:

- Title VII of the Civil Rights Act
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Colorado Anti-Discrimination Act
- California Fair Employment and Housing Act
- Family Medical Leave Act (FMLA)

She has also represented employers in cases alleging wrongful termination in violation of public policy, the Fair Labor Standards Act, the Colorado Wage Claim Act, the Colorado Lawful Off-Duty Conduct Statute, as well as disputes regarding employee severance, non-competition agreements, and various wage/hour issues.

## Professional and Community Affiliations

- Member, Guild Supporting the Children’s Diabetes Foundation
- Member, Colorado Human Resources Association
- Former Board Member, Fresno County Young Lawyers Association

## Education

J.D., University of California, Davis School of Law, 1997

B.S., University of Wyoming, *With Honors*

## Bar Admissions

Colorado

California

## Courts

U.S. District Court, District of Colorado

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Southern District of California