

## Allison Wiggins

Littler CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## Overview

As a member of the Littler CaseSmart – Charges™ team and based in Florida, Allison Wiggins is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency 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, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Allison is an experienced employment law attorney, with extensive experience handling administrative agency charges from federal, state, and local agencies throughout the United States. She previously practiced as an employment defense litigator, representing clients of all sizes – from Fortune 500 companies to small independently owned businesses – in cases involving harassment, discrimination, retaliation, wrongful termination, breach of employment contract, and whistleblower claims, in state and federal court. Allison's prior experience also includes serving as a legal and HR executive for public sector and private equity backed companies.

## Professional and Community Affiliations

- Member, Leadership Academy Committee, Florida Bar, 2023-Present
- Chair, Law Related Education Committee, Florida Bar, 2020-2021; Vice Chair 2019-2020; Member 2017-2023
- Member, Labor and Employment Law Section, Florida Bar, 2017-Present
- Member, Diversity and Inclusion Committee, Florida Bar, 2016-2017
- Member, Orlando Chapter, Federal Bar Association, 2016-Present
- Executive Board, Labor & Employment Law Committee, Orange County Bar Association, 2018-2019; Member 2017-Present
- Member, Orange County Bar Association, 2013-Present

- Board Member, City of Orlando Families, Parks, and Recreation Citizen Advisory Board, 2016-2019

## Recognition

- Named, Rising Star, *Super Lawyers*, 2018-2020, 2023
- Fellow, *Wm. Reece Smith Jr. Leadership Academy, Florida Bar*, 2016-2017
- Named, Florida Legal Elite Up and Comer, *Florida Trend*, 2016
- Awarded, Award of Excellence for Outstanding Service, *Orange County Bar Association Young Lawyers Section*, 2016, 2019
- Awarded, Distinguished Pro Bono Service Award, *Florida State University College of Law*, 2013
- Named, Legal Aid Honor Roll, *Legal Aid Society of the Orange County Bar Association*, 2017

## Education

J.D., Florida State University College of Law, 2013, *cum laude*

M.B.A., University of Central Florida, 2018

B.A., University of Central Florida, 2010

## Bar Admissions

Florida

## Courts

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

## Publications & Press

### **Orlando and Orange County Prohibit Sexual Orientation Discrimination: Is Federal Law Close Behind?**

*The Briefs, Orange County Bar Association*

February 2019

### **Will Florida Be 1st to Achieve Pay Equity?**

*Association of Corporate Counsel North Florida Chapter, Second Quarter Newsletter 2018*

## Speaking Engagements

### **The New Talent Landscape: Trends in HR**

University of Central Florida Inaugural HR Summit, Orlando, FL

March 2023

**Mental Health and the ADA: How to Deal with Scary Accommodation Requests**

Central Florida Association of Corporate Counsel, Orlando, FL  
October 2022

**The U.S. Labor Shortage: Employer Responses, Employment Law Challenges**

November 5, 2021

**Perspectives on Equal Employment**

Orange County Bar Association & Central Florida Gay & Lesbian Law Association, Virtual Panel  
November 18, 2020

**Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate**

North Florida Association of Corporate Counsel, Virtual Roundtable  
August 25, 2020

**Cheers to That: Creating Effective FMLA and ADA Policies, Templates and Practices that Won't Give You Sour Grapes**

Central Florida Association of Corporate Counsel, Orlando, FL  
November 14, 2019

**Sexual Harassment and Workplace Power Dynamics**

University of Central Florida Executive Development Center, Orlando, FL  
February 24, 2018

**The Power of Networking**

Barry University School of Law, Orlando, FL  
March 2, 2016