



Courtney D. Bhatt

Special Counsel

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Focus Areas

Discrimination and Harassment
Inclusion, Equity and Diversity
Arbitration
Labor Management Relations
Higher Education

Overview

Courtney D. Bhatt represents employers in the defense of federal and state employment law claims, including discrimination, harassment, and alternative dispute resolution. Further, Courtney represents and counsels employers in traditional labor law and labor relations matters including union organizing, collective bargaining, and unfair labor practice charges before the NLRB.

Prior to joining Littler, Courtney practiced labor and employment defense at a Tier 1 regional law firm in Washington, and she also practiced business litigation and administrative law at a business law firm in Bellevue, Washington. While in California, Courtney practiced employment defense at a law firm in the Los Angeles area.

While at Dartmouth, Courtney received a Mellam Family Foundation Scholarship for outstanding community service and academic achievement, and served as a student judiciary board member of the Committee on Standards.

Courtney earned a Certificate in Dispute Resolution from the Straus Institute for Dispute Resolution.

Professional and Community Affiliations

- Member, King County Bar Association

- Member, Association of Workplace Investigators

Recognition

- Named, Rising Star, Washington, *Super Lawyers*, 2019, 2023-2024
- Named, Top 100 for Washington, *The National Black Lawyers (NBL)*, 2024
- Named, Pro Bono Challenge Rock Star, *Little*, 2024

Education

J.D., Pepperdine University School of Law, 2011

A.B., Dartmouth College, 2007

Bar Admissions

Washington

California

Courts

U.S. District Court, Western District of Washington

U.S. District Court, Central District of California

U.S. District Court, Eastern District of Washington

Languages

Spanish

Publications & Press

Probing in Procurement – Recent Decisions May Prompt Review of Supplier Diversity Programs

Little ASAP

March 13, 2024

Speaking Engagements

“Leaving on a Jet Plane”: What Employers Need to Know to Navigate Leaves of Absence Under Federal, State, and Local Laws in the Evergreen State

SHRM South Puget Sound Chapter

October 17, 2024

My First IEP Workshop: An Intro to Special Education

Washington Autism Alliance

August 1, 2024

Navigating New Employment Law Legislation: A Seminar for Nonprofit Leaders in Washington State

501c Services Group

August 3, 2023

Student Safety: Laws and Liabilities

National Business Institute (NBI), Seattle, WA

September 12, 2019