

## Monica M. Quinn

Shareholder

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### Focus Areas

Discrimination and Harassment  
Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks  
Leaves of Absence and Disability Accommodation  
Litigation and Trials

### Overview

Monica M. Quinn has experience in both litigation and counseling matters and handles a wide spectrum of employment disputes at all levels of state and federal court. She has frequently defended employers in litigation involving:

- Wrongful termination
- Harassment in the workplace
- Discrimination on the basis of race, national origin, religion, sex, age, or disability
- Retaliation
- Breach of contract and state tort claims such as assault, defamation, fraud, misrepresentation, tortious interference and intentional infliction of emotional distress

Monica represents management at mediations and arbitrations, as well as before various state and federal agencies, such as the U.S. Equal Employment Opportunity Commission and the California Civil Rights Department. She provides practical advice to in-house counsel, human resources professionals, and business owners of a variety of companies, from multinational corporations to startups. A significant portion of Monica's practice is focused on advising employers on day-to-day employment issues including:

- Hiring, performance management, and termination
- Employment contracts and severance agreements
- Reductions-in-force

- Workplace investigations
- Disability accommodation and leave of absence issues
- Preventing discrimination, harassment, and retaliation claims

Examples of Monica's recent successful representations on behalf of clients include the following:

- Obtained summary judgment in a case alleging constructive discharge, breach of contract, and intentional infliction of emotional distress
- Obtained a directed verdict in a case alleging wrongful termination, harassment, and national origin discrimination on behalf of an employer in the telecommunications industry
- Obtained summary judgment in a case alleging fraud, promissory estoppel, breach of contract and wrongful termination on behalf of an employer in the financial services industry
- Obtained summary judgment in a case alleging national origin discrimination, retaliation and wrongful termination
- Successfully defended an employer in the food services industry in arbitration against claims of retaliation, wrongful termination and sexual harassment

Monica serves as a liaison for the firm's Women's Leadership Initiative and Associate Committee.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Employment Law Section, Los Angeles County Bar Association

## Education

J.D., Loyola Law School, Los Angeles, 1998

B.A., University of California, Riverside, 1995, *cum laude*

## Bar Admissions

California

## Courts

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

## Publications & Press

**Labor and Employment Attorney Monica Quinn Joins Littler's Downtown Los Angeles Office**

*Littler Press Release*

January 25, 2013

**Litigation 101 for the HR Professional**

*Human Resources*

December 1, 2008

**Social Networking and Off-Duty-Conduct**

*Human Resources*

January 1, 2008

**What are an employee's (or former employee's) rights regarding inspection of his/her personnel file?**

*Orange Appeal*

March 1, 2004

**Speaking Engagements**

**New Employment and Labor Laws for 2015**

Los Angeles, CA

January 13, 2015

**Exacerbating the Exasperating: Untangling the Ever-Changing Leaves of Absence Web**

HR.com Webinar

August 1, 2013

**New Challenges in the Hiring Process – An Employer's Guide to Sorting Through this Legal Maze**

Littler Mendelson, Scottsdale, AZ

May 10, 2013

**The Interplay between Workers' Compensation, FMLA, FEHA, and the ADA**

Sterling Education Services, Pasadena, CA

October 4, 2012

**Social Media and the Law**

Recorder Roundtable, San Francisco, CA

January 12, 2011

**Social Media in California: How to Keep Tabs – and Limits – on your Employees Without Getting Sued**

Employer Resources Institute Webinar

December 20, 2010

**RECON 2011: Recapping New Laws from 2010 and The Who When and What to Expect in 2011**

Association of Corporate Counsel, Southern California Chapter, Torrance, CA

December 8, 2010

**ADA/FEHA Accommodation: Protecting Your Organization from Increased Liability Risks**

California Worker's Compensation Forum, Huntington Beach, CA

October 13-15, 2010

**How to Limit Golf Course Exposure to Employment Claims**

State Golf Course Services Association, Palm Springs, CA

November 1, 2008

**New Employment Laws**

Strategic HR

January 2007

**Employment Law Update Seminar**

Sterling Education Services, Irvine, CA

January 2006

**Practical Applications of Employment Law – Employee Privacy in the Workplace**

Sterling Education Services, Irvine, CA

March 2004

**Management Responsibilities including Personal Liability, Harassment, Discrimination and Wage and Hour Violations**

Client Presentation

January 2004