

Alison N. Davis

Shareholder

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
Wage and Hour
Whistleblowing, Compliance and Investigations
Investigations
Inclusion, Equity and Diversity

Overview

Alison N. Davis represents management in employment and labor law. She has extensive litigation experience in the employment arena, including:

- Sexual harassment
- Race, national origin, age, gender and disability discrimination
- Overtime
- Wrongful termination claims
- Pay discrimination issues
- Wage and hour matters

Alison has successfully tried cases in state and federal courts and argued appellate cases. She regularly appears before the Equal Employment Opportunity Commission, the U.S. Department of Education, Office of Civil Rights, the District of Columbia Office of Human Rights, and the Wage and Hour Division of the Department of Labor.

Alison also conducts discrimination and hostile work environment investigations, and assists clients with ethics issues, performance management and student relations. She has specific knowledge of:

- Title VII of the Civil Rights Act

- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Older Worker Benefit Protection Act
- The Fair Labor Standards Act
- The Fair Credit Reporting Act
- The Workers Adjustment and Retraining Notification Act
- The False Claims Act (Retaliation)
- The Family and Medical Leave Act
- The Uniformed Services Employment and Reemployment Rights Act
- The Railway Labor Act
- The D.C. Family and Medical Leave Act
- The D.C. Human Rights Act
- The D.C. Accrued Sick and Safe Leave Act

Alison regularly counsels employers on leave and accommodation; disciplinary actions; inclusion, equity, and diversity (IE&D); wage and hour issues at all stages, including startups; business restructuring; and policies and procedures. She is a frequent presenter and trainer on conducting lawful investigations, EEO and IE&D.

Alison frequently works with the following types of clients:

- Government contractors
- Public charter schools
- Airlines
- Restaurants
- Hotels
- Not-for-profits
- Medical practices
- Congressionally created private corporations
- Private security guard companies
- Retailers

Alison is a former member of Littler's Board of Directors and the former D.C. Office Managing Shareholder. Earlier in her career, Alison served as associate general counsel for labor and employment at a national railroad, as vice-president and assistant general counsel with an insurance company, and later, as a partner at a Washington, D.C., law firm. She also worked as an adjunct professor at Georgetown University teaching workplace ethics and global labor and employment law for the School of Continuing Studies, Human Resources Management program.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association

- Member, National Bar Association
- Founding Member, National Association of African Americans in Human Resources, D.C. Chapter
- Co-Chair, Annual Diversity Summit, National Association of African Americans in Human Resources, D.C. Chapter
- Partner, DC Charter School Alliance
- Member, Diverse Partner Network

Events & Speaking Engagements

2024 Mid-Atlantic Regional Employer Conference

Washington, DC

June 21, 2024

Reductions in Force: Best Practices

Tysons Corner, VA

November 1, 2023

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022

Home Equity: How COVID-19 May Change the Law of Reasonable Accommodation

Changing Currents in Employment Law 2021, DC Bar Continuing Legal Education

October 26, 2021

2021 Mid-Atlantic Virtual Employer Conference

September 9, 2021

Women's Leadership Initiative Open Forum: Maintaining Leadership Presence in a Virtual Workplace

October 8, 2020

Littler's Women's Leadership Initiative Open Forum

August 6, 2020

Corporate Security is Not Just About Your Data: What Are You Doing to Protect Your Employees?

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

From Harvey Weinstein to [Insert Name]: Preventing Harassment in the Workplace and What to Do When Claims are Made

DC Charter Conference hosted by FOCUS

February 2, 2018

Managing a Growing Business

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

Addressing Post-Election Tensions in the Workplace

December 12, 2016

Inaugural Canada Conference

Toronto, ON

November 21, 2016

Handbook Review and Revisions

Association of Legal Administrators, Capital Chapter

November 16, 2016

It's Not You, It's Me: Litigating a Failure to Hire Case

D.C. Bar CLE Program

October 18, 2016

2016 Mid-Atlantic Employer Conference

Washington, DC

June 7, 2016

Employee Handbook 2.0

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

June 1, 2016

Why Can't I Ask?

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

May 18, 2016

Employment At Will: Implications for Managing Your Team

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

April 5, 2016

Dollars and Cents: Exploring the Details of Employee Pay (Continuation of "Am I Paying My Employees Properly?")

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

March 9, 2016

Are You Paying Your Employees Properly?

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

February 3, 2016

Labor and Employment Law 2015: A Year-End Review for D.C. Public Charter Schools

Friends of Choice in Urban Schools (FOCUS), Washington, D.C.

January 20, 2016

Do Your Employee Handbooks Make the Grade?

Washington, DC

July 8, 2015

Why Can't I Just Ask? When Asking for Information May Be Worse Than Not Knowing

Littler Mendelson, Washington D.C.

June 25, 2015

Puzzled Over Payroll?

Washington, DC

May 27, 2015

Healthy Choices For Sick Employees

Washington, DC

March 25, 2015

Recognizing Red Flags

Washington, DC

January 28, 2015

Understanding the Expanded Employer Obligations to Pregnant Employees

Washington, DC

October 29, 2014

The Impact of Social Media on Recruiting, Employee Relations and Student Interaction. What Are the Ethical and Legal Implications?

FOCUS, Washington, DC

October 26, 2011

Spotlight on Summary Judgment: Adapting to Recent Changes That Make It More Difficult for Employees to Defend Against Retaliation Claims at the Summary Judgment Stage

National Forum on Defending & Managing High Exposure Employment Claims of Retaliation & Discrimination - American Conference Institute

July 27-28, 2011

Ethical Dilemma's In Today's Business Climate

ASAE & The Center For Association Leadership

May 6-7, 2010

An Employment Law Update for Public Charter Schools

Alliance of Public Charter School Attorneys Charter School Law Seminar: Labor & Employment Law

March 1-2, 2010

Alison Davis Speaks at the American Conference Institute's Forum on Defending and Managing Employment Discrimination

New York, NY

February 26, 2010

Special Issues in Gender/Sex Discrimination: Defending Against Pay and Compensation Discrimination Suits and the Latest Sexual Orientation/Gender Identity Claims

Defending and Managing Employment Discrimination Litigation - American Conference Institute

February 25-26, 2010

Legislative Round Up: New Laws, Their Impact So Far, and at Look at What's Next

Advanced Forum on Employment Discrimination Claims and Class Actions - American Conference Institute

June 29-30, 2009

2008 HR Legal Update

2008 National Symposium - National Association of African Americans in Human Resources

November 10-13, 2008

Recognition

- Named, The Best Lawyers in America® , 2008-2025
- Named, Washingtonian Top Lawyers *Washingtonian Media*, 2018-2020
- Named, Super Lawyer, Washington, DC, *Super Lawyers*, 2013 and 2015
- Named, Lawyer of the Year, Lawyer of the Year, Labor Law - Management, Washington DC, *The Best Lawyers in America*©, 2012

Education

J.D., Harvard Law School, 1990

B.A., McGill University, 1987, *With Honors*

Bar Admissions

District of Columbia

Massachusetts

New York

Courts

U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, D.C. Circuit
U.S. District Court, District of Columbia
U.S. District Court, Southern District of New York
U.S. District Court, Western District of New York
U.S. District Court, District of Maryland

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Podcast: Return to Work Preparedness – EEOC Guidance

In the News

May 6, 2020

Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors

Press Release

January 28, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

4 Steps to Lower the Risk of Employee Lawsuits

External Publication

November 10, 2015

DC Bill Would Provide Most Generous Paid Leave Benefits in the Nation

Littler ASAP

October 14, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Littler Joins Food From the Bar Campaign to Fight Hunger

Press Release

May 8, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Shareholder Alison N. Davis Named Washington, D.C. Office Managing Shareholder

Press Release

October 1, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Press Release

September 12, 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Press Release

August 9, 2010

Court of Appeals Expands Reach of D.C. Anti-Discrimination Law to Applicants and Employees Outside of D.C.

Littler ASAP

November 9, 2009

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Press Release

August 14, 2009

Alison Davis Provides Analysis of Lilly Ledbetter Fair Pay Act

In the News

January 30, 2009

Paycheck Rule Revived for Pay Discrimination Claims with Signing of the Lilly Ledbetter Fair Pay Act

Littler ASAP

January 29, 2009

51 Littler Attorneys Named to The Best Lawyers in America

Press Release

October 31, 2008

Littler Mendelson Welcomes Six-Attorney Team from Ford & Harrison to its Washington, D.C., Office

Press Release

October 6, 2008