



Asha A. Santos

Office Managing Shareholder

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
Privacy and Data Security
Handbooks and Policies
Wage and Hour

Overview

Asha A. Santos devotes her practice to the litigation of all types of employment disputes in state and federal court and before government agencies. Asha's practice focuses on:

- Single- and multi-plaintiff harassment and discrimination matters
- ADA, FMLA, and leave of absence issues
- Wrongful termination
- Wage and hour
- Pre-litigation counseling and compliance issues

In addition to litigation, Asha has a robust practice as a neutral investigator. In this role, she has investigated and made factual findings concerning numerous high profile sex harassment and discrimination claims, and she has conducted workplace culture audits concerning allegations of bullying and microaggressions.

Asha also has particular skill in designing and implementing comprehensive training programs for employees in all levels of an organization.

Asha's comprehensive sessions include:

- Workshops tailored to senior executives and their unique legal obligations to respond to harassment and discrimination concerns
- Interactive workshops on respect in the workplace and equal opportunity employment principles
- “Train the trainer” sessions to empower human resources and in-house employees to deliver EEO workshops
- Bystander intervention workshops designed to create and support a “speak up” culture
- Sessions tailored to client or industry-specific issues, such as third party harassment concerns and social media

Asha’s popular Bystander Intervention training has been implemented by numerous employers in the wake of #MeToo, and Asha is a regular speaker on the topic of what #MeToo means for corporate America.

**Not licensed to practice in Maine and Rhode Island. Acting only in the capacity of a management role.*

Professional and Community Affiliations

- Member, Boston Bar Association
- Member, Greater Boston Chamber of Commerce

Events & Speaking Engagements

2024 New England Regional Employer Conference

Boston, MA

October 24, 2024

IE&D for Lawyers: Diversity Within the Legal Field and Navigating Diversity Efforts in the Wake of Recent Decisions

November 30, 2023

2023 New England Regional Employer Conference

Boston, MA

November 14, 2023

2020 Virtual New England Employer

November 5, 2020

Return to Work in Massachusetts – Managing the Next Phase of the Pandemic

May 13, 2020

#MeToo, Part 2 – Where Do We Go from Here?

2019 New England Employer Conference, Newton, MA

September 27, 2019

Plenary: What #MeToo Means for Corporate America

Task Force for Talent Innovation Summit 2018

July 12, 2018

2018 Employment Law Update

Boston, MA

June 8, 2018

2017 New England Employer Conference

Boston, MA

October 27, 2017

Data Protection and Cybersecurity Laws

Annual Corporate Counsel Conference, Commercial Law Section - National Bar Association, Dana Point, CA

February 2013

Complex Leave of Absence Issues – the Intersection of the FMLA, ADA, and Worker’s Compensation

Client Presentation, Newton, MA

September 2012

Books & Book Chapters

Massachusetts Human Resources Manual, *American Chamber of Commerce Resources*, 2013

Massachusetts Human Resources Manual, *American Chamber of Commerce Resources*, Co-Author Joshua Davis, 2010

Education

J.D., Boston College Law School, 2007, *cum laude*

B.A., Williams College, 2000

Bar Admissions

Massachusetts

Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Massachusetts

Publications & Press

Littler’s Asha Santos Selected as Office Managing Shareholder for Three New England Offices

Press Release

July 5, 2023

Maternity Leave Isn't Enough to Retain New Moms

In the News

November 30, 2020

Massachusetts Releases Four-Phase Reopening Plan

Littler ASAP

May 19, 2020

If Something Feels Off, You Need to Speak Up

In the News

April 14, 2020

#MeToo is necessary. It's also freaking men out.

In the News

January 9, 2020

Rethinking Training – Bystander Intervention and Diversity & Inclusion Sessions

Littler Podcast

December 9, 2019

Littler Elevates 15 Attorneys to Shareholder

Press Release

January 4, 2016

Domestic Violence Leave Required in Massachusetts

Littler ASAP

October 14, 2014

Massachusetts Supreme Judicial Court Clarifies Leave Rights Under the Massachusetts Maternity Leave Act

American Chamber of Commerce Resources

October 2010