

Monica M. Quinn

Shareholder

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Practice Areas

Discrimination and Harassment
HR Advice and Counsel
Handbooks and Policies
Leave and 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

Events & 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

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

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