



## Philip L. Gordon

Shareholder

Co-Chair, Privacy and Data Security Practice Group

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## Practice Areas

Privacy and Data Security

Background Checks

International Employment Law

Unfair Competition and Trade Secrets

Inclusion, Equity and Diversity

## Overview

Philip L. Gordon has more than 15 years of experience counseling clients on all aspects of workplace privacy and information security. He has provided advice to businesses of all sizes on:

- Surveillance of employees' electronic communications
- The Federal Wiretap Act
- The Federal Stored Communications Act
- Workplace searches
- Location tracking and use of GPS-enabled devices
- Background checks
- The Fair Credit Reporting Act
- Social media
- Wearables and other new technologies affecting the workplace
- "Bring-your-own-device" programs
- The Health Insurance Portability and Accountability Act's (HIPAA) Privacy Rule, Security Rule, and Breach Notification Rule
- State and federal information security laws
- Responding to security breaches in compliance with federal and state data breach notification requirements

- The European Union General Data Protection Regulation
- Global data protection laws
- Cross-border transfers of human resources data
- Outsourcing
- The Genetic Information Nondiscrimination Act of 2008 (GINA)

The co-chair of Littler's Privacy and Data Security Practice Group, Philip writes extensively on workplace privacy issues and has given dozens of presentations on the topic. He has taught privacy and data protection law as an adjunct professor at the University of Colorado School of Law on several occasions. He currently serves on the Advisory Board of Georgetown University Law Center's Cybersecurity Law Institute. He received his undergraduate degree from Princeton University and his law degree from New York University School of Law and served as a judicial clerk on the United States Court of Appeals, 10th Circuit.

## Professional and Community Affiliations

- Member, Advisory Board, Bloomberg BNA's Privacy and Security Law Report
- Member, Advisory Board, Cybersecurity Law Institute, Georgetown University Law Center, 2014
- Co-Chair, Privacy and Data Protection Practice Group, Ius Laboris, 2010-2012
- Member, Advisory Board, University of Colorado School of Law's Silicon Flatirons Institute
- Former Member, Editorial Board, International Association of Privacy Professionals
- Former Member, Educational Advisory Board, International Association of Privacy Professionals

## Events & Speaking Engagements

### 2024 Rocky Mountain Regional Employer Conference

Denver, CO

October 18, 2024

### Developments in Artificial Intelligence and Privacy for Colorado Employers

Rocky Mountain Regional Employer Conference

October 18, 2024

### 2024 Littler AI Summit

Washington, DC

September 23, 2024

### Senior Corporate Leadership Needs You! How HR and In-House Legal Can Help Prevent and Respond to the Next Killer Data Breach

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

### 2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

**Operationalizing Privacy: Building a Privacy Program to Manage the Explosion of Privacy Laws**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**California Privacy Rights Act in the Face of Uncertainty: How to Advance Your Organization's Compliance Program While Awaiting Final Regulations**

September 22, 2022

**Finding the Cure for Data Protection Overload: Practical Solutions for Managing the Onslaught of New U.S. and Global Data Protection Laws**

Littler Executive Employer Conference

May 5, 2022

**California Privacy Rights Act Workshop: Practical Steps for Compliance with Human Resources Data**

Littler Executive Employer Conference

May 4, 2022

**California Privacy Rights Act - Steps To Take Now: Project Planning, Vendor Contracting, and Data Retention and Security**

April 14, 2022

**Time to Get Ready! Key Steps for Employers to Address Compliance with the California Privacy Rights Act**

February 3, 2022

**2021 Rocky Mountain Virtual Regional Employer Conference**

Denver, CO

October 6, 2021

**Panelist: Return to Office Privacy and Employment**

IAPP KnowledgeNet, Dallas and Northern New England

July 27, 2021

**The Pandemic May Be Coming to an End, but New State Privacy Laws and Remote Work Complications Ensure that Data Protection Challenges Will Continue**

2021 Littler Executive Employer Conference

May 12, 2021

**How To Implement a Legally Compliant Workplace COVID-19 Testing Program While Waiting for the Vaccine To Arrive**

February 16, 2021

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**The COVID-19 Testing Conundrum: What Employers Need to Know to Develop an Effective and Lawful Testing Program**

October 7, 2020

**Getting Ready for Brazil's New Data Protection Law (LGPD)**

August 6, 2020

**The New York SHIELD Act, California Consumer Privacy Act, and Data Security for Employers: HR's Role in Building a Compliant Data Security Program**

March 4, 2020

**The California Consumer Privacy Act: What Employers Need to Know and Do Before the January 1, 2020 Compliance Deadline**

November 14, 2019

**BYOD, the Cloud and Beyond: Managing the Risks of the Remote Workforce**

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

**Anticipating and Beating the Risks of the Latest Wave of Technology Entering the Workplace**

2019 Executive Employer Conference, Phoenix, AZ

May 9, 2019

**The New Brazilian Data Protection Law and Lessons Learned from the EU and U.S. Experience - Rio de Janeiro**

February 21, 2019

**The New Brazilian Data Protection Law and Lessons Learned from the EU and U.S. Experience - Sao Paulo**

February 20, 2019

**Legal and Practical Guidance for Protecting Employer Data: A Discussion on the GDPR and Privacy Issues in the Workplace**

Indianapolis, IN

December 5, 2018

**2018 Ohio Regional Employer Conference**

Cleveland, OH

October 18, 2018

**The EU General Data Protection Regulation: What are the implications for your organization? Even if it's not a multinational employer?**

Tysons Corner, VA

October 11, 2018

**Getting Ahead of the Curve: Strategies for Addressing the Latest Privacy and Information Security Developments in Today's Technology-Driven Workplace**

Rocky Mountain Employer

September 21, 2018

**Three Weeks and Counting: Key Action Items for U.S. Multinational Employers Before Enforcement of the EU's New General Data Protection Regulation Begins**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Is Your Company Prepared for GDPR? Advanced Session**

New York, NY

March 29, 2018

**Is Your Company Prepared for GDPR? Beginner Session**

New York, NY

March 28, 2018

**Data Privacy in the EU: Status of the EU/US Privacy Shield and Preparing for the Advent of the EU's General Data Protection Regulation**

Association of Corporate Counsel (ACC) Webinar

October 31, 2017

**How to Screen out the "Employee from Hell" Without Having to Litigate Against the "Applicant from Hell"**

Littler Rocky Mountain Employer Conference

October 3, 2017

**Meeting The Next HR Data Protection Challenge: What Multinational Employers Must Do Before The EU's Upcoming General Data Protection Regulation (GDPR) Takes Effect**

September 28, 2017

**Managing HR Data Globally Without Violating the EU's New General Data Protection Regulation (GDPR) and Other International Data Protection Laws**

Pittsburgh, PA

September 19, 2017

**Combatting The Insider Threat**

Pittsburgh, PA

September 19, 2017

**The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets**

June 13, 2017

**One-Year Countdown: Get Ready for Europe's New Data Protection Framework Before It's Too Late**

May 11, 2017

**The Insider Threat: Protecting Information Assets Through Data Stewardship and Continuous Risk Monitoring**

December 1, 2016

**Inaugural Canada Conference**

Toronto, ON

November 21, 2016

**Segunda Conferencia Anual en México - Ciudad de México**

Ciudad de México, CMX

October 5, 2016

**Second Annual Mexico Conference - Mexico City**

Ciudad de México, CMX

October 5, 2016

**Segunda Conferencia Anual en México - Monterrey**

San Pedro Garza García, NLE

October 4, 2016

**Second Annual Mexico Conference - Monterrey**

San Pedro Garza García, NLE

October 4, 2016

**2016 Rocky Mountain Employer Conference**

Denver, CO

September 21, 2016

**The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets**

Rocky Mountain Employer Conference

September 21, 2016

**Privacy Shield, GDPR, and Brexit: Their Impact on U.S. Multinational Employers' Cross-Border Transfers of Employee Personal Data**

Denver, CO

August 18, 2016

**The Cross-Border Conundrum: How Can Multinationals Centralize Their HR Data to Comply with the Multitude of International Data Protection Laws?**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets**

May 5, 2016

**The Impact of Technology on Workplace Privacy, Information Security and Your Company's IP Assets**

May 4, 2016

**Employee Privacy in Europe: Where Does Europe Stand with Privacy Shield and the General Data Protection Regulation**

April 27, 2016

**Europe's Changing Landscape for Global Employers: Insights into US-EU Safe Harbor 2.0, The EU's New General Data Protection Regulation and other European Employment Law Changes**

February 2, 2016

**Security Breach Response: How To Comply With The Multitude Of Breach Notification Laws, While Protecting Your Organization From The Fallout**

2015 PPN Health Access Executive Briefing Conference, Sacramento, CA

December 1, 2015

**Data Breach And Security Issues**

2015 SWBA Conference

November 13, 2015

**The New "New Digital Workplace": What's Next And What Should Employers Do To Prepare?**

2015 All Hands Meeting

October 28, 2015

**Cyber Security for The Mid-Market**

2015 CEO Mid-Market Conference

October 20, 2015

**Workplace Privacy: The "New Digital Workplace," What's Next And What Should Employers Be Doing To Prepare?**

2015 Rocky Mountain Employer Conference

October 7, 2015

**The New 'New Digital Workplace:' What's Next And What Should Employers Do To Prepare?**

2015 Colorado Society for Human Resource Management (SHRM) Conference

October 1, 2015

**The Data Breach Imperative: How HR Can Play A Critical Role In Protecting The Organization From Information Security Meltdown**

2015 Colorado Society for Human Resource Management (SHRM) Conference

October 1, 2015

**Payroll Multinationals – How To Navigate The Complex Web Of Global Data Protection**

2015 Texas Payroll Conference

September 25, 2015

**How To Prepare For A Security Breach and Respond Effectively When It Inevitably Occurs**

2015 NAPBS Annual Conference

September 21, 2015

**How To Comply With The Multitude Of Breach Notification Laws, While Protecting Your Organization From the Fallout**

Marathon Petroleum

August 31, 2015

**What Does The ‘Ban-The-Box Movement’ Really Mean For Employers and Consumer Reporting Agencies?**

NAPBS Webinar

July 29, 2015

**Getting Ready For the Next Wave Of Challenges – Recent Legal Developments And Security Incident Preparedness And Response For Pre-Employment Screeners**

2015 TazWorks User Group Meeting

May 14, 2015

**What Is A Data Breach And What Do I Need To Do About It? Video Shoot Script**

May 8, 2015

**The New “New Digital Workplace: What’s Next And What Should Employers Do to Prepare?**

May 7, 2015

**The New “New Digital Workplace” Panel Questions**

May 7, 2015

**Working From Home In All Its Dimensions**

May 7, 2015

**Opening Session Script**

May 7, 2015



**Balancing Privacy Rights with Personal Devices: BYOD**

PBI

April 28, 2015

**Recent Developments For CRAs & Employers: The Legal Landscape Becomes More Treacherous Than Ever**

NAPBS Webinar

April 22, 2015

**How To Comply With The Multitude Of Breach Notification Laws, While Protecting Your Organization From The Fallout**

PPN Health Access

April 15, 2015

**Ethics & Compliance Forum**

2015 Textron, Inc., Providence, RI

March 15-17, 2015

**Cybersecurity: Protecting Your Company's Confidential Information in the Age of Cloud Computing and BYOD and Responding to Security Breaches When Those Protections Fall Short**

2015 Global Employer Latin America Conference

March 5-6, 2015

**The E-Workplace: Internet Security, Privacy & Social Media Policies**

The National Employment Law Institute (NELI)

March 3, 2015

**The E-Workplace: Protecting Employer Information v. Employee Privacy**

2015 NELI Conference

March 2, 2015

**Building Successful Virtual Employer/Business Resource Groups (ERGs/BRGs) and Related Workplace Social Media Challenges**

Out & Equal Summit

November 5, 2014

**The 2014 Rocky Mountain Employer Conference**

Denver, CO

October 30, 2014

**Recent Developments for CRAs and Employers: The Legal Landscape Becomes More Treacherous Than Ever**

2014 NAPBS Conference, Denver, CO

October 21, 2014

**Corporate Security vs. Employee Privacy in the Digital Age**

CEO Connection Mid-Market Convention, Wharton University of PA  
October 20, 2014

**Cyber Liability Update**

AmTrust Presentation Webinar  
October 17, 2014

**Navigating the Latest NLRB Decisions on Employee Policies and Discipline**

Social Media and the Workplace, Webinar  
October 9, 2014

**What Every GC Must Know About Privacy and Ethics**

Social Media in Internal Investigations, Webinar  
October 1, 2014

**Social Media and the NLRB: New Challenges for Union-Free Employers From An Unlikely Regulator**

Littler Webinar - 2014 United Healthcare Presentation  
July 16, 2014

**Privacy Developments in the Digital Workplace**

Fifteenth Annual Institute on Privacy and Data Security Law - Practising Law Institute (PLI), Chicago, IL  
July 15, 2014

**Recent Developments for CRAs and Employers: The Legal Landscape Becomes More Treacherous Than Ever**

2014 TazWorks User Group Meeting, Park City, UT  
May 22, 2014

**Employee Privacy In The Age of Big Brother Technology**

Workplace 3.0: Responding to Innovative Forces Changing the Workplace  
May 8, 2014

**Managing Corporate Data Across Multiple Global Privacy Regimes**

Workplace 3.0: Responding to Innovative Forces Changing the Workplace  
May 8, 2014

**Protecting Your Confidential Information In The Workplace and In The Cloud**

Workplace 3.0: Responding to Innovative Forces Changing the Workplace  
May 8, 2014

**Bring Your Own Device (BYOD)**

May 7, 2014

**Key Practical Issues In Negotiating Business Associate Agreements, Responding To A Breach Of Unsecured PHI, And Understanding HHS Enforcement**

WEDI Webinar - Beyond The Legal Requirements

May 1, 2014

**Meeting The Evolving And Increasingly Complex Challenges of Implementing Legally Compliant Background Check and BYOD Programs**

CBA/CLE Employment Law 2014

March 20, 2014

**Avoiding Employer Liability Due to Employees' Expanded Privacy Rights: Crafting Effective Policies and Practices**

Strafford Webinar

March 19, 2014

**Navigating the Challenges of Cross-Border Whistleblower Investigations**

Textron, Inc.

February 27, 2014

**The New Data Juggernaut: Time for Multinationals to Address Workplace Privacy in Latin America or Risk Damaging Their Corporate Brand**

The Global Employer Latin America Conference 3rd Annual

February 20-21, 2014

**Navigating the Challenges of Cross-Border Whistleblower Investigations**

Navex Global Webinar

February 6, 2014

**Investigating Cross-Border Whistleblower Claims: A Challenge for Multinational Employers**

July 31, 2013

**All Aboard The HIPAA Omnibus – An Auditor's Perspective**

Health Care Compliance Association

June 18, 2013

**Going Mobile: Managing Risk in a Workplace Driven by Personal Devices, Social Media, and Cloud Computing**

Charlotte, NC

April 18, 2013

**Translating the Trends: What to Expect in 2013**

Littler Mendelson, San Francisco, CA

April 10, 2013

**Social Media and the NLRB: New Challenges for Union-Free Employers From An Unlikely Regulator**

Littler Mendelson, San Francisco, CA

April 10, 2013

**Managing Retailer's Challenges of Bring Your Own Device (BYOD) Programs**

March 19, 2013

**What Does The New Omnibus HIPAA/HITECH Final Rule Really Mean For Employers And Their Service Providers?**

February 19, 2013

**What Every Multinational Should Know About Bounty Hunters and Whistleblowers**

Littler Mendelson, Washington D.C.

November 8, 2012

**Background Checks for the 21st Century: How to Protect Your Organization Without Sinking in the Quagmire of New Laws**

Bloomberg BNA Webinar

October 30, 2012

**Brinker after Kirby: Still No Free Lunch in California**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Business or Pleasure: The Challenge of "Bring Your Own Device" Policies in the Workplace**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Managing the Social Media Activity of A Multinational Workforce after the Global Privacy Juggernaut**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

**The Truth About the Workplace of the Future: Debunking the Myths Surrounding Flexible Work**

July 15, 2011

**What Employers Need to Know About the Genetic Information Nondiscrimination Act**

January 14, 2011

**New ADA Accessibility Regulations and Design Standards**

December 8, 2010

**Who Says Social Networking Is Just for Kids?**

Indianapolis, IN

March 17, 2010

**On the Cutting Edge of Workplace Privacy**

Pittsburgh, PA

March 12, 2010

**On The Cutting Edge of Workplace Privacy**

Houston, TX

February 5, 2010

**On the Cutting Edge of Workplace Privacy**

Dallas, TX

February 4, 2010

**Meeting the Compliance Challenges of a Reinvigorated HIPAA and the Genetic Information Non-Discrimination Act of 2009**

Denver, CO

October 8, 2009

**Meeting the Compliance Challenges of a Reinvigorated HIPAA and the Genetic Information Non-Discrimination Act of 2009**

July 24, 2009

**Getting Past the EFCA Hype and Getting Down to Business**

July 24, 2009

**Sex Offenders, Terrorists and Video Resumes: How Far Can You Go to Get Information on Prospective and Current Employees?**

Denver, CO

May 12, 2009

**Employers' Obligations Under Massachusetts' New Data Security Law**

Boston, MA

October 4, 2007

**Philip Gordon Speaks at "Human Resources" Panel at International Association of Privacy Professionals (IAPP) Privacy Academy**

October 28, 2005

## "Privacy Professional Boot Camp" Workshop at International Association of Privacy Professionals (IAPP) Annual Meeting

October 26, 2005

### Books & Book Chapters

Sections of Chapter 21: International Labor and Employment Law, *International Corporate Practice: A Practitioner's Guide to Global Success*, Practising Law Institute, chapter co-authors: Philip Berkowitz and Trent Sutton, February 2021

Combating the Insider Threat: Reducing Security Risks From Malicious and Negligent Employees, Chapter 24, *Navigating the Digital Age*, NYSE/Palo Alto Networks, 2015

Social Media and Employment Law, An International Survey, Chapter 34, *International Bar Association Series*, co-authors Phillip L. Gordon and Jordan Cornett, 2015

Managing the Evolving Challenges of Workplace Privacy and Information Security, Chapter 13, *Inside the Minds™: Recent Trends in Privacy and Data Security*, Aspatore, 2013

Chapter 21: International Labor and Employment Law, *International Corporate Practice: A Practitioner's Guide to Global Success*, Practising Law Institute, chapter co-authors Philip Berkowitz, Joseph Lazazzero, Trent Sutton and Stefan Marculewicz, 2012

, *Littler on Background Screening & Privacy Rights in Hiring*, The Littler National Employer Library

, *Littler on Employee Monitoring: Searches, Surveillance & Privacy Concerns*, The Littler National Employer Library, co-author Zoe M. Argento

### Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating *Martindale-Hubbell*
- Named, The Best Lawyers in America<sup>®</sup> , 2013-2025
- Named, Leading Practitioner and Thought Leader, Labour, Employment & Benefits, *Who's Who Legal*, 2023
- Recommended, Labour & Employment *Who's Who Legal*, 2024
- Named, Who's Who of Management Labour and Employment Lawyers *Who's Who Legal*, 2017, 2019-2020
- Named, Top Rated Lawyer, Labor & Employment Law, *The American Lawyer & Corporate Counsel*, 2019
- Named, Stand-Out Lawyer *Thomson Reuters*, 2024
- Named, Super Lawyer, Colorado, *Super Lawyers*, 2006-2023
- Named, Best Law Firm Writer *The Burton Awards*, 2013, 2016

### Education

J.D., New York University School of Law, 1989

B.A., Princeton University, 1984

### Bar Admissions

Colorado

### Courts

U.S. District Court, District of Colorado

## **Publications & Press**

### **Automated Decisionmaking Technology, Risk Assessments, Cybersecurity and More: Implications of the Proposed CCPA Regulations for Employers**

*Littler ASAP*

December 9, 2024

### **What HR should know about Colorado's new AI law**

*In the News*

August 14, 2024

### **Implications for Employers of Colorado's New Biometrics Law**

*External Publication*

July 10, 2024

### **Implications for Employers of Colorado's New Biometrics Law**

*Littler ASAP*

June 27, 2024

### **Colorado's Landmark AI Legislation Would Create Significant Compliance Burden for Employers Using AI Tools**

*Littler ASAP*

May 16, 2024

### **The Littler Annual Employer Survey 2024**

*Littler Report*

May 8, 2024

### **Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds**

*Press Release*

May 8, 2024

### **A Comprehensive Global Guide for AI Data Protection in the Workplace**

*External Publication*

April 16, 2024

### **China's New Cross-Border Data Transfer Rules Substantially Reduce Compliance Burdens for Multinational Employers**

*Littler ASAP*

March 27, 2024

**Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace**

*Littler ASAP*

February 29, 2024

**Time for Employers to Complete California Privacy Rights Act Compliance as Court of Appeal Lifts Injunction on Enforcement**

*Littler ASAP*

February 20, 2024

**New Year, New Data Protection Laws: What Employers Should Know**

*Littler ASAP*

January 25, 2024

**How are China's new cross-border data transfer requirements different from the rest of APAC?**

*Littler 2 the Point Video*

November 30, 2023

**With a Key Deadline Fast Approaching, Now Is the Time to Address Requirements for Data Transfers Outside of China**

*External Publication*

November 6, 2023

**Strategy to Address China's Recent Proposed HR Exception to Facilitate Cross-Border Data Transfers**

*Littler ASAP*

October 31, 2023

**Department of Commerce Extends the Data Privacy Framework with UK-U.S. "Data Bridge": Key Takeaways for Multinational Employers**

*Littler ASAP*

October 18, 2023

**With a Key Deadline Fast Approaching, Now Is the Time to Address the New and Complex Requirements for Data Transfers Outside of China**

*Littler ASAP*

September 25, 2023

**Implications of India's New Data Protection Law for U.S. Multinational Employers**

*Littler ASAP*

August 24, 2023

**Department of Commerce Launches the EU-U.S. Data Privacy Framework: Considerations for Multinational Employers that Transfer EU Personal Data to the United States**

*Littler ASAP*



July 19, 2023

**Littler on Data Protection and Release of Personal Information, HIPAA and Related Laws**

July 2023

**Court Postpones Enforcement of California Privacy Rights Act Regs**

*External Publication*

July 6, 2023

**Breathing Room for Employers as Court Enjoins Enforcement of California Privacy Rights Act Regulations**

*Littler ASAP*

July 2, 2023

**Final Regs Clear Path for Employers to Complete CPRA Compliance**

*External Publication*

June 21, 2023

**Finalization of Regulations Clears the Path for Employers to Complete California Privacy Rights Act Compliance Efforts Before June 30, 2023 Deadline**

*Littler ASAP*

June 14, 2023

**An Overview of the Employment Law Issues Posed by Generative AI in the Workplace**

*Littler Report*

May 11, 2023

**States expand data liability for employers**

*In the News*

December 20, 2022

**California Privacy Rights Act (CPRA): Employer Obligations**

*In the News*

November 18, 2022

**Proposal Would Restrict Electronic Monitoring Nationwide**

*In the News*

November 2, 2022

**Proposed Regulations Clarify Data Privacy Rules in California**

*In the News*

June 8, 2022

**Trans-Atlantic Framework Would Ease EU-to-US Data Flows**

*In the News*

May 24, 2022

**New York's New Notice of Electronic Monitoring Goes into Effect on May 7, 2022**

*Littler ASAP*

May 6, 2022

**Littler Survey: Competitive Talent Market and Pandemic Uncertainty Complicate Return-to-Office Policies**

*Press Release*

May 4, 2022

**The Littler Annual Employer Survey 2022**

*Littler Report*

May 4, 2022

**Is Use of Employee Monitoring Contributing to the Great Resignation?**

*In the News*

March 14, 2022

**Vaccine Mandates: Balancing Privacy and Public Health in the U.S.**

*In the News*

February 8, 2022

**Turn on the Lights: New York Mandates Transparency in Electronic Monitoring**

*Littler ASAP*

November 11, 2021

**CPRA Preparation: Action Steps**

*Littler Podcast*

October 27, 2021

**CPRA Vendor Management**

*Littler Podcast*

October 14, 2021

**CPRA Enforcement**

*Littler Podcast*

September 29, 2021

**CPRA Individual Rights**

*Littler Podcast*

August 30, 2021

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

*Press Release*

August 19, 2021

**CPRA and Information Security**

*Littler Podcast*

August 16, 2021

**CPRA: Background, Notice at Collection, and Website Privacy Policy**

*Littler Podcast*

August 4, 2021

**EU Adopts New Standard Contractual Clauses for Data Transfers**

*In the News*

July 28, 2021

**As Colorado and Virginia Follow California's Lead in Enacting Data Privacy Laws, Employers Must Start Planning to Address an Inevitable Trend**

*Littler ASAP*

July 8, 2021

**The European Union's New Standardized Data Transfer Agreement: Implications for Multinational Employers**

*Littler ASAP*

June 9, 2021

**Key Takeaways from the EEOC's Updated Guidance Regarding COVID-19 Vaccinations, Incentives**

*Littler ASAP*

June 1, 2021

**The Littler Annual Employer Survey 2021**

*Littler Report*

May 12, 2021

**Littler Survey: Employees Want Remote and Hybrid Work More Than Employers Do**

*Press Release*

May 12, 2021

**Return to office 'a perfect storm' of privacy issues for businesses**

*In the News*

April 27, 2021

**The Littler COVID-19 Vaccine Employer Survey Report**

*Littler Report*

February 9, 2021

**Most Employers Unlikely To Mandate COVID-19 Vaccination, Littler Survey Finds; Employee Relations Concerns Abound**

*Press Release*

February 9, 2021

**Employers Should Monitor Changes to COVID-19 Testing Guidelines**

*In the News*

February 9, 2021

**Littler Elects Seven New Members to 2021 Board of Directors**

*Press Release*

January 21, 2021

**Substantial New Privacy Obligations for California Employers: The California Privacy Rights and Enforcement Act of 2020 Passes at the Polls**

*Littler ASAP*

November 5, 2020

**Employers Likely to Receive One-Year Reprieve from Full California Consumer Privacy Act**

*Littler ASAP*

September 3, 2020

**Brave New World: 5 Ways COVID-19 Is Changing E-Discovery**

*In the News*

August 21, 2020

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

*Press Release*

August 20, 2020

**With COVID-19 Resurgent, Employers Confront Privacy and Information Security Issues When Testing Employees for COVID-19**

*Littler ASAP*

August 3, 2020

**'Schrems II' and Transfers of HR Data: Action Steps for US Multinationals**

*In the News*

July 22, 2020

**EU's Highest Court Opens Personal Data Transfers to the United States: Action Steps for U.S. Multinational Employers to Keep HR Data Transfers on Track**

*Littler ASAP*

July 20, 2020

**Landmark Decision by Europe's Top Court Jeopardizes U.S. Multinationals' Transfers of HR Data from the European Union to the United States**

*Littler ASAP*

July 16, 2020

**The Biometric Time and Attendance System Laws You Should Know**

*In the News*

June 11, 2020

**OSHA revises guidance on tracking COVID-19 in the workplace**

*In the News*

June 1, 2020

**The Next Normal: A Littler Insight on Returning to Work – Privacy and Data Security Implications of Employee Screening**

*Littler ASAP*

April 27, 2020

**Frequently Asked Questions on Workplace Privacy and COVID-19**

*Littler ASAP*

March 31, 2020

**How to Comply With Illinois' First In the Nation AI Video Interview Law**

*External Publication*

September 30, 2019

**Implementing Illinois' AI Video Interview Act: Five Steps Employers Can Take to Address Hidden Questions and Integrate Policies with Existing Employment Laws**

*Littler ASAP*

September 17, 2019

**Employers receive last-minute reprieve from the most onerous CCPA compliance obligations**

*In the News*

September 17, 2019

**Employers Receive Last-Minute Reprieve From The Most Onerous CCPA Compliance Obligations**

*Littler ASAP*

September 17, 2019

**California Legislative Update: 6 Bills Employers Should Be Tracking**

*In the News*

September 9, 2019

**The New York SHIELD Act: What Employers Need to Know**

*External Publication*

August 28, 2019

**California Employers Should Be Tracking These 6 Bills**

*In the News*

August 27, 2019

**The New York SHIELD Act: What Employers Need To Know**

*Littler ASAP*

August 19, 2019

**Spanish Case Highlights Need for Workplace-Device Policies**

*In the News*

August 19, 2019

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