



## Sherry L. Travers

Shareholder

Co-Chair, Healthcare Industry Group

2001 Ross Avenue

Suite 1500

Dallas, TX 75201

main: +1 (214) 880-8100

direct: (214) 880-8148

fax: +1 (214) 880-0181

stravers@littler.com



---

## Practice Areas

Whistleblowing, Compliance and Investigations

Discrimination and Harassment

Wage and Hour

Background Checks

Privacy and Data Security

Home Health and Home Care

## Overview

Sherry L. Travers has extensive experience litigating and consulting on behalf of management regarding a variety of labor and employment topics. Appearing in state and federal courts in Texas and before administrative agencies such as the Equal Employment Opportunity Commission, the Department of Labor and the Texas Workforce Commission, she has represented and counseled employers regarding numerous labor and employment issues. She also routinely handles matters involving:

- Whistleblowing and retaliation
- Employment screening
- Discrimination and harassment
- Unfair competition
- Compensation
- Privacy and data protection

Sherry represents employers in many industries, including healthcare, construction, energy, food service, hospitality, property management, contingent staffing, financial services, engineering, transportation, technology, retail and automotive employers. Sherry has also represented several public educational institutions throughout Texas in a variety of employment and civil rights disputes.

Sherry regularly advises and consults with clients about human resource policies and procedures. She conducts sensitive, internal investigations regarding discrimination, harassment, whistleblower and retaliation complaints and provides management training on various employment-related topics.

Sherry is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. She serves as the firm's liaison to the Dallas Regional Chamber of Commerce. Additionally, she is the business development team leader for the Dallas office.

## Professional and Community Affiliations

- Member and Former Chair, Labor and Employment Law Section, Dallas Bar Association
- Member, Labor and Employment Law Section, State Bar of Texas
- Member, Labor and Employment Law Section, American Bar Association
- Member, International Association of Privacy Professionals
- Member, Board of Advisors, Dallas Regional Chamber
- Director, Board of Directors, Leadership Dallas Alumni Association, Dallas Regional Chamber
- Co-Chair, Governance Committee, Leadership Dallas Alumni Association, Dallas Regional Chamber
- Director, Board of Directors, American Red Cross

## Events & Speaking Engagements

### Healthcare Roundtable: Top Issues Facing Healthcare Employers in 2024

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

### 2023 Update on False Claims Act Risks for Healthcare Employers

November 14, 2023

### A Texas-Size Legislative, Regulatory and Judicial Round-Up

September 26, 2023

### 2023 Dallas Regional Employer Conference

Dallas, TX

August 3, 2023

### Healthcare Industry Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

### Healthcare Roundtable: Post COVID? What is Keeping Healthcare Employers Up at Night?

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**The FTC Proposed Noncompete Rule and Its Impact on Home Care**

April 11, 2023

**Late Night with Littler: A Healthcare Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

**Minimizing Your Legal Risk for Whistleblower Claims and Government Investigations**

August 3, 2021

**Motivating, Maintaining and Improving Employee Performance**

Client Webinar

December 2, 2020

**Conducting Lawful Workplace Investigations**

Client Webinar

September 8, 2020

**The Revolving Door of Returning to Work in Texas**

Littler 2020 Virtual Texas Employer Conference

August 13, 2020

**Managing Positive Employee Relations in a Nonunion Environment**

Client Webinar

June 3, 2020

**Reopening Texas - Key COVID-19 Considerations and Strategies for Employers**

May 13, 2020

**Business Restructuring for Employers: From Pay Cuts to Layoffs and Everything In-Between**

Dream Team Women's Network webinar

April 23, 2020

**Confronting COVID-19: Pandemic Planning for Employers - Present and Future Considerations**

Dallas Regional Chamber of Commerce webinar

April 21, 2020

**Workplace Pandemic Challenges, Tomorrow Fund Investor Webinar**

Dallas Regional Chamber of Commerce

April 9, 2020

**Top Pandemic Issues for Employers, Talent Attraction Council Webinar**

Dallas Regional Chamber of Commerce

April 8, 2020

**Difficult Conversations in Difficult Times Webinar**

Dream Team Women's Network

April 7, 2020

**Healthcare Employers: Minimizing Your Legal Risk for Whistleblower Claims Under the False Claims Act**

March 31, 2020

**Managing Wage and Hour Essentials**

Client Webinar

March 10, 2020

**Are Your Workers Employees or Contractors: Minimizing Your Legal Risk for Misclassified Workers**

Association of Professional Women in Construction's Good to Know Series

February 28, 2020

**Interviewing and Hiring Best Candidates**

Client training session/webinar

February 20, 2020

**Compensation: Legal Developments, Recent Risk Areas & Proactive Measures**

The HR Southwest Conference

October 29, 2019

**UTD Immigration and Entrepreneurial Workshop**

September 26, 2019

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019

**Healthcare Employers: Minimizing Your Legal Risk for Whistleblower Claims under the False Claims Act**

April 16, 2019

**Human Resources and Employment Matters**

Goldman Sachs 10,000 Small Businesses Legal Clinic, Dallas

March 6, 2019

**2018 Dallas Employer Conference**

Dallas, TX

July 19, 2018

**Littler's Ever-Popular Overview of All the Things You Need to Know from Court's, Agencies, and Workplace Trends**

Dallas Employer Conference

July 19, 2018

**Healthcare Industry Roundtable**

The 2018 Executive Employer® Conference

May 2018

**Harassment and Discrimination: Is Your Company Prepared? Best Practices to Ensure Your Employees Are Trained and Your Company Is Positioned to Operate in the New World Order**

American Corporate Counsel Conference, Dallas, TX

April 27, 2018

**Top Employment Law Trends for 2018**

American Subcontractors Association, North Texas Chapter, Dallas, TX

March 13, 2018

**Start-Ups and Employment Law Risks**

Industrious Dallas, Dallas, TX

December 6, 2017

**Healthcare Industry Roundtable**

May 10, 2017

**The Future of Employment and Labor Law: Critical Developments and Future Challenges**

Healthcare Law and Compliance Institute - International Performance Management Institute (IPMI), Los Angeles, CA

March 6, 2016

**Creative Solutions for Managing Medical Leaves of Absence in the Workplace**

Client Webinar

December 16, 2015

**Whistleblowers in the Workplace**

American Bar Association's Annual Meeting, Chicago, IL

July 31, 2015

**Workplace 3.0: Top Employment Law Trends Changing the Workplace**

Healthcare Law and Compliance Institute - International Performance Management Institute (IPMI), Ft. Lauderdale, FL  
March 2, 2015

**Key Employment Law Challenges and Solutions**

Professional Liability Conference - BCS Insurance Company, Austin, TX  
September 22, 2014

**Hiring, Employing & Firing — What In-House Labor & Employment Counsel and HR Executives Need to Know — A Play in Three Acts**

Dallas, TX  
September 9, 2014

**Whistleblowing and Retaliation: Hot Topics and Practice Pointers**

Littler Mendelson, Houston, TX  
August 14, 2014

**Conducting Effective Workplace Investigations**

Client Webinar  
August 12, 2014

**The Commodity Futures Trading Commission's Whistleblower Program**

West LegalEdcenter Webinar - Thomson Reuters  
July 30, 2014

**Navigating Employment Screening Laws**

2014 Annual IMAGE Conference - National Association for Health Care Recruiters (NAHCR), Orlando, FL  
July 22, 2014

**The False Claims Act and Healthcare Employers: When Healthcare Fraud and Employment Laws Collide**

West LegalEdcenter Webinar - Thomson Reuters  
April 30, 2014

**When and How to Discipline or Discharge Employees**

Client Webinar  
April 15, 2014

**Recruiting and Hiring: Best Practices for Healthcare Employers**

HireRight Webinar  
March 20, 2014

**How Employers Can Minimize Their Legal Risk for Negligent Hiring and Retention Claims**

Healthcare Law and Compliance Institute - International Performance Management Institute (IPMI), Jacksonville, FL  
March 1, 2014

**Navigating Employment Screening Laws and Regulations in the Healthcare Industry**

Client Webinar  
February 20, 2014

**Avoiding Wage and Hour Liability: How to Minimize Your Legal Risk**

Dallas, TX  
October 17, 2013

**Critical Changes to the Labor Landscape in Latin America and the Implications for U.S. Employers**

Dallas, TX  
April 4, 2013

**Texas Healthcare Summit**

Dallas, TX  
December 13, 2012

**The EEOC's New Guidance Regarding Employment Background Checks**

International Food Distributors Association, Dallas, TX  
July 12, 2012

**The ADAAA Final Regulations, EEOC Enforcement Initiatives and GINA**

Dallas, TX  
April 12, 2011

**Mastering the New FMLA Regulations**

Client Webinar

**Employee vs. Independent Contractor: Avoiding Misclassification Landmines**

Client Webinar

**Are You in Compliance? Minimizing Exposure for Wage and Hour Violations**

Annual Meeting of the Minds - ADP, Dallas, TX

**Essentials for Conducting Effective Workplace Investigations**

Client Presentation, Dallas, TX

**Employers Beware! Ten Legal Traps for the Unwary**

Client Presentation, Colorado Springs, CO

### **Compliance with the New ADA Amendments**

Client Webinar

### **Using Arrest and Conviction Records: What Employers Need to Know**

Client Webinar

### **State and Federal Employment Law Update**

Dallas - Fort Worth Chapter's Annual In-House Symposium - American Association of Corporate Counsel, Dallas, TX

### **Wage and Hour Issues in the Automotive Industry**

Member Seminar, Washington State Automotive Dealers Association

### **Special Compensation Issues for Texas Healthcare Employers**

Client Webinar

### **Understanding and Implementing the New ADAAA Regulations**

Littler Mendelson Breakfast Briefing, Dallas, TX

### **The Social Media Survival Guide: Ten Key Issues from the Trenches**

Client CLE, Chicago, IL

### **Reductions in Force: How to Minimize Risk When Downsizing**

Client CLE, Dallas, TX

### **Social Media: Navigating the Legal Perils of a New Electronic Workplace**

Out & Equal Workplace Summit, Dallas, TX

### **Workplace Investigations: Persuasive Report Writing**

Client Presentation, Dallas, TX

### **Get it Right! How to Properly Document Employee Conduct and Performance Issues**

Client Webinar

## **Recognition**

- Named, The Best Lawyers in America® , 2016-2025
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Stand-Out Lawyer *Thomson Reuters*, 2022
- Recipient, Class Representative Outstanding Service Award, Dallas Regional Chamber, *Leadership Dallas Alumni Association*, 2014

## **Education**

LL.M., Georgetown University Law Center,



J.D., Gonzaga University School of Law, , *magna cum laude*  
B.A., Indiana University of Pennsylvania, , *magna cum laude*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit  
U.S. District Court, Eastern District of Texas  
U.S. District Court, Southern District of Texas  
U.S. District Court, Northern District of Texas  
U.S. District Court, Western District of Texas

## Publications & Press

### **Supreme Court: False Claims Act Liability Depends on Defendant's Subjective Belief**

*Littler ASAP*

June 7, 2023

### **CMS Withdraws COVID-19 Vaccine Mandate**

*Littler ASAP*

June 6, 2023

### **CMS Plans to Unwind Mandatory COVID-19 Vaccination Requirement for Healthcare Employers**

*Littler ASAP*

May 11, 2023

### **Fifth Circuit Reverses Denial of Preliminary Injunction in Vaccine Mandate Case**

*Littler ASAP*

February 18, 2022

### **CMS Vaccine Mandate Blocked Nationwide**

*Littler ASAP*

December 2, 2021

### **CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers**

*Littler ASAP*

November 4, 2021

### **Texas Governor Abbott Bars Employers and Individuals from Compelling COVID-19 Vaccines**

*Littler ASAP*

October 12, 2021

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

*Press Release*

August 19, 2021

**Texas: Mask On, Mask Off, Mask On...**

*Littler ASAP*

August 16, 2021

**Texas Governor Abbott Signs New Order Aimed at Bringing Uniformity to the State's COVID-19 Response**

*Littler ASAP*

August 2, 2021

**Texas Enacts New COVID-19 Liability Protection Law**

*Littler ASAP*

June 17, 2021

**Texas Governor Fully Re-Opens Texas**

*Littler ASAP*

March 3, 2021

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

*Press Release*

August 20, 2020

**Texas Governor Mandates Face Coverings Statewide**

*Littler ASAP*

July 5, 2020

**The Texas Reopening Two-Step: The Governor First Pauses Reopening, Then Takes a Step Back with New Restrictions**

*Littler ASAP*

June 26, 2020

**New Mask Requirements in Texas**

*Littler ASAP*

June 20, 2020

**The Open Texas Plan: Phase 3 of the Governor's COVID-19 Reopening Plan**

*Littler ASAP*

June 10, 2020

**The Open Texas Plan: Expanding Phase 2 of the Governor’s COVID-19 Reopening Plan**

*Littler ASAP*

May 26, 2020

**The Open Texas Plan: Phase 2 of the Governor’s COVID-19 Reopening Plan**

*Littler ASAP*

May 6, 2020

**The Open Texas Plan: A State and Local Update**

*Littler ASAP*

May 1, 2020

**Texas Stay Home Orders: A State and Local Update**

*Littler ASAP*

April 9, 2020

**Y’all Stay Home: Tarrant County, Texas Announces Stay-At-Home Order**

*Littler ASAP*

March 26, 2020

**Denton County, Texas Issues “Stay At Home” Order Effective March 24, 2020**

*Littler ASAP*

March 24, 2020

**Breaking Rank: Collin County, Texas Issues “All Businesses Are Essential” Order**

*Littler ASAP*

March 24, 2020

**Dallas County, Texas Issues “Stay Home Stay Safe” Order, Effective March 23**

*Littler ASAP*

March 23, 2020

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

*Press Release*

August 15, 2019

**Labor and Employment Issues Facing the Healthcare Industry**

*Littler Report*

July 11, 2019

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

*Press Release*

August 15, 2018

**Trends and Obstacles in the Power Industry Workforce**

*In the News*

July 1, 2018

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

*Press Release*

August 17, 2017

**Commenting on Past Employee Behavior Is Thorny Issue**

*In the News*

April 1, 2017

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

*Press Release*

August 16, 2016

**Labor & Employment Issues Facing the Healthcare Industry**

*Littler Report*

April 12, 2016

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

*Press Release*

August 18, 2015

**Littler's Sherry L. Travers Honored by the Dallas Regional Chamber's Leadership Dallas Alumni Association**

*Press Release*

February 9, 2015

**California Employers Jointly Liable with Labor Contractors for Wage and Workers' Compensation Violations**

*Legs & Regs Advisor*

Q4 2014

**Assessing the Affordable Care Act's Impact on Third-Party Staffing Arrangements**

*Legs & Regs Advisor*

Q4 2014

**Preserving the Independent Contractor Status of Locum Tenens Physicians**

*Legs & Regs Advisor*

Q3 2014

**NLRB General Counsel Proposes New Joint Employer Standard**

*Legs & Regs Advisor*

Q2 2014

**President Obama Signs Executive Order Banning Federal Contractor LGBT Discrimination**

*Legs & Regs Advisor*

Q2 2014

**Reducing Negligent Hiring and Retention Risks for Healthcare Employers**

*HireRight White Paper*

September 2013

**The Flurry of New Employment Laws Regulating the Use of Criminal Records Continues with Expanded Restrictions in Indiana, North Carolina, Texas, and Buffalo, New York**

*Littler ASAP*

June 7, 2013

**Illegal Workers Can Recover Lost Wages for Texas Tort Claims**

*Littler ASAP*

February 13, 2013

**Nurses in Texas May Refuse to Work Mandatory Overtime**

*Littler ASAP*

July 2, 2009

**Mandatory Overtime Prohibited for Texas Nurses**

**Employer Monitoring of Employees' Electronic Communications**

**Timekeeping Policies and Pay Deductions for Exempt Employees**

**Department of Labor Rules Regarding Military Service**

**EEOC Disability Guidance Regarding Cancer**

**Employers and the FTC's Consumer Information Disposal Rule**

**Employers' USERRA Obligations**

**Workplace Investigations and the Fair Credit Reporting Act**