

**Dionysia L. Johnson-
Massie**

Shareholder

3344 Peachtree Road, N.E.
Suite 1500
Atlanta, GA 30326
main: (404) 233-0330
direct: (404) 760-3901
fax: (404) 233-2361
djmassie@littler.com



Practice Areas

Discrimination and Harassment
Whistleblowing and Retaliation
Wage and Hour
Training - Compliance, Ethics, Leadership
Corporate Diversity and Inclusion

Overview

Dionysia Johnson-Massie is a litigator who focuses her practice on federal employment discrimination, harassment, retaliation and wage-hour litigation and strategic compliance issues, including matters arising under:

- Title VII and Section 1981
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act

She also has defended clients against state law defamation, intentional interference with business relationships, assault and battery, and false imprisonment claims.

Dionysia uses a combination of legal skills and business acumen to offer her clients creative and cost-effective strategies that minimize exposure to a myriad of legal risks. She regularly provides advice and counsel on the practical and legal implications of everyday employment decisions.

Through mediations, arbitrations, or summary judgment motions, she effectively resolves difficult and complex “bet the company” matters. She also has unique expertise handling religious accommodation matters for employers in a variety of industries and promotion and tenure issues for educational institutions.

A dynamic presenter on employment law topics, Dionysia has conducted numerous training sessions for clients and presented to business associations and organizations, including the Atlanta and American Bar Associations, Corporate Counsel Association, Minority Corporate Counsel Association, Corporate Counsel Women of Color, Society for Human Resource Management (SHRM), and other legal and human resources organizations throughout the country. She has authored a number of articles and papers and has been quoted in national and local publications regarding employment law issues.

Dionysia has experience representing and counseling the following types of clients:

- Financial services
- Retail
- Entertainment
- Telecommunications
- Healthcare
- Consumer services
- Manufacturing
- Higher education
- Religious organizations
- Restaurants
- Hotels
- Public sector

In addition to serving on Littler Mendelson's Board of Directors, Dionysia is co-chairperson of the firm's Diversity and Inclusion Council and of the Women's Leadership Team. She is a member of the firm's National Recruitment and Governance committees and formerly served as the hiring shareholder for the Atlanta office.

Previously, Dionysia worked with another labor and employment boutique in Atlanta and also served as a general counsel for another entity.

Professional and Community Affiliations

- Columnist, "Legal Smarts," *Atlanta Tribune, The Magazine*
- Assistant Secretary, Board of Directors - Big Bethel Towers, Inc.
- Member, Board of Directors - Atlanta Legal Diversity Consortium
- Steward, Board of Directors - Bethel A.M.E. Church
- Member, State Bar of Georgia
- Member, Chart Your Own Course Foundation
- Member, Corporate Counsel Women of Color
- Member, Minority Corporate Counsel Association
- Member, National Employment Law Council
- Member, Georgia Association of Black Women Attorneys
- Member, Georgia Association of Women Lawyers
- Member, Nordstrom's Scholarship Board (Southeast Region)

Recognition

- Selected, Member - Leadership Atlanta Class of 2012
- Selected, "Sweet 16" Women Leaders Changing Atlanta, 2011
- Named, Super Lawyer - Georgia, *Super Lawyers Corporate Counsel Edition*, 2008
- Selected, Fellow - Litigation Counsel of America, 2008
- Named, Super Lawyer - Georgia, 2004-2007

Education

J.D., University of Virginia School of Law, 1993

B.A./B.A., Yale University, 1989

Bar Admissions

Georgia

Courts

U.S. Court of Appeals, 11th Circuit

Georgia Supreme Court

U.S. District Court, Northern District of Georgia

U.S. District Court, Southern District of Georgia

Publications & Press

February 2014

What Is the Current Impact of the Dodd-Frank Act's Diversity Provision?

Atlanta Tribune

December 2013

Retaliation Claims: The Difficulty of "Making the Connection" Between Complaints and Alleged Negative Conduct

Atlanta Tribune

October 2013

Settling Fair Labor Standards Act Claims Still Requires the Department of Labor's Supervision or a Court Approved Stipulated Judgment in Georgia

Atlanta Tribune

August 1, 2013

Littler Mendelson P.C. Creating Opportunities for Diversity

Multicultural Law Magazine

August 2013

Does the Supreme Court's Fisher Decision Impact Private Employer Diversity Related Efforts?

Atlanta Tribune

July 2013

Avoiding Retaliation Claims: A "Win-Win" For Employers and Employees

Atlanta Tribune

March 2013

Electronic Use Policy: Critical For Any Employment Environment

Atlanta Tribune

August 2012

The Family and Medical Leave Act Protects More Georgia Employees

Atlanta Tribune

April 2012

Georgia Public Employers: Discriminating Against Transgender Employees violates the Law

Atlanta Tribune

March 1, 2012

Termination of transgender employee ruled illegal

InsideCounsel

January 2012

New Year's Resolution: Make Time for an Employment Law Check-up

Atlanta Tribune

December 15, 2011

11th Circuit Rules for Transgender Employee in Sex Discrimination Case

Littler ASAP

October 14, 2011

Kennedy v. St. Joseph's Ministries: New Considerations For Religious Employers? The Fourth Circuit Expands Title VII's Religious Exemption

Littler ASAP

September 2011

Workplace Diversity: Who is Championing African-American Professional Women in the Workplace?

Atlanta Tribune (Diversity Issue)

July 2011

Significant New Fair Labor Standards Act Case: One More Reason to Strengthen Policies, Procedures & Training

Atlanta Tribune

May 2011

Employer's Diversity & Inclusion Strategies: Why "Now" is Indeed the Time for Action
Atlanta Tribune

March 2011

Avoiding Workplace Headaches: Training is Critical
Atlanta Tribune

June 9, 2010

Supreme Court Gives Plaintiffs Multiple Opportunities (Potentially) to File Timely EEOC Charges Alleging Disparate Impact Discrimination
Littler ASAP

July 10, 2009

Ricci v. DeStefano: Talk About a Rock and a Hard Place: Employers Required to Pick Between Disparate Treatment and Disparate Impact Claims
Littler ASAP

October 3, 2008

Help! Navigating Challenges to Employers' Diversity Efforts
Lead-Zine E-Magazine

January 18, 2006

Diversity, Affinity Groups and Religion: Balancing the Law with the Interests of Diverse Employee Groups
Littler ASAP

April 8, 2004

Strategic Initiatives for the Changing Workforce
Littler Report

Speaking Engagements

August 26, 2014

Practical Strategies and New Opportunities: What Do the Law, Dodd-Frank's Diversity Provision and Workplace Innovation Mean for Diversity and Inclusion?
Littler Mendelson Webinar

September 28, 2012

Atlanta Employer Conference
Littler Mendelson, Atlanta, GA

September 28, 2012

Defusing the Potential Explosion: Practical Approaches to Disarming Some Key FMLA and NLRA Time Bombs
Atlanta Employer Conference, Littler Mendelson, Atlanta, GA

July 27, 2012

Critical Compliance Issues Facing Today's Employers
Littler Mendelson, Atlanta, GA

May 10, 2012

Getting Beyond Diversity Day: Developing Meaningful (and Legal) Strategies That Support Your Diversity and Inclusion Efforts
The 2012 Executive Employer® Conference, Littler Mendelson, Scottsdale, AZ

October 2011

5 Critical Employment Law Challenges for HR Professionals
Atlanta Chapter Meeting - Society for Human Resource Management, Atlanta, GA

September 23, 2011

2011 Employment Law Conference
Littler Mendelson, Atlanta, GA

September 2011

How to Navigate the Legislative, Regulatory, and Judicial Developments in Today's Enforcement Era
Annual Employment and Labor Law Update - Association of Corporate Counsel, Atlanta, GA

April 2010

Corporate Ethics and Compliance-the Employment Law Perspective
Atlanta Chapter Meeting - Society for Human Resource Management, Atlanta, GA

April 2010

Demystifying DeStefano: Walking the Diversity Tightrope
2010 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

October 1, 2009

Strategic Insights: Women on Corporate Boards
5th Annual Career Strategies Conference - Corporate Counsel Women of Color, Las Vegas, NV

October 2009

Strategies for Litigating Religious Discrimination and Harassment Cases
2009 Fall Conference and Induction of Fellows - Litigation Counsel of America, Charleston, SC

September 2009

How Do You Spell Retaliation? A Look at the Ever Expanding World of Retaliation Claims
Employment Law Conference - Littler Mendelson, Atlanta, GA

January 2009

Navigating Retaliation Claims in a Post-Burlington World
American Conference Institute, New York, NY

September 2008

Driving Diversity & Inclusion Efforts: Steering through the Legal Minefield
CM Resources/Littler Regional Conference, Atlanta, GA

August 2008

Accommodations Battleground: Religious and Cultural Differences in the Workplace
American Bar Association, Denver, CO

May 2007

Diversity Compliance: Balancing Diversity-Focused Business Objectives Resulting From Demographic Realities & Threats of Reverse Discrimination Claims
National Employment Law Conference, Dallas, TX