

Alexa J. Laborda Nelson

Shareholder

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Focus Areas

Discrimination and Harassment
Investigations
Litigation and Trials
Whistleblowing, Compliance and Investigations
Unfair Competition and Trade Secrets

Overview

Alexa Laborda Nelson dedicates her practice to employment litigation and counseling. Alexa has represented employers in a wide range of matters, including:

- Claims of whistleblower retaliation under the Sarbanes-Oxley Act, the New Jersey Conscientious Employee Protection Act, the False Claims Act, and the Pennsylvania Whistleblower Law
- Employment discrimination and retaliation under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and their state counterparts
- Litigation of restrictive covenant and trade secret matters, including claims under the Uniform Trade Secrets Act and the Defend Trade Secrets Act

Alexa has successfully defended employers in cases in federal and state court as well as in arbitration. Her results include:

- A defense verdict in a federal jury trial involving claims for retaliation under the New Jersey Law Against Discrimination and defamation
- An award for the employer in an arbitration of a high-level executive's claims of whistleblower retaliation
- An award for the employer in an arbitration of a former employee's age discrimination, Family and Medical Leave Act retaliation, and whistleblower retaliation claims under the New Jersey Conscientious Employee Protection Act

- Summary judgment in favor of the employer on a former employee's claims under the New Jersey Conscientious Employee Protection Act

Alexa advises clients on personnel decisions, accommodation requests, leaves of absence, harassment claims, reductions in force, and other legal compliance issues. She conducts workplace investigations, as well as employee and supervisor training.

Alexa devotes substantial time to firm and community citizenship. She is co-chair of the firm's Reunión affinity group, which provides support, development and networking opportunities for attorneys who identify as Latine, Latina, Latino, Hispanic and/or Spanish-speaking, and their allies. She is also a member of Littler's Whistleblower and Retaliation practice group, for which she is a frequent contributor.

Prior to joining Littler, Alexa worked as an associate at a large law firm in Philadelphia where she represented businesses in both state and federal court. She also was a judicial law clerk for the Hon. Ronald E. Bookbinder, A.J.S.C., in the Superior Court of New Jersey, Burlington County Vicinage, Law Division, before beginning private practice.

During law school, Alexa was a legal intern for the compliance and employee relations team of a large Philadelphia based corporation. There, she worked with in-house counsel and employee relations to address the company's employee issues and create nationwide employee training. Alexa also interned for the Hon. Renee Cardwell-Hughes in the Philadelphia Court of Common Pleas.

Before pursuing her law degree, Alexa worked for her undergraduate alma mater in Bologna, Italy.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Hispanic National Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Named, Rising Star, *Super Lawyers*, 2016-2022
- Dean's List, *Temple University James E. Beasley School of Law*
- Recipient, Barrister's Award for Outstanding Oral Advocacy

Education

J.D., Temple University James E. Beasley School of Law, 2012, *cum laude*

B.A., Dickinson College, 2006, *cum laude*

Bar Admissions

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, District of New Jersey

Publications & Press

Supreme Court Determines When the U.S. Government May Dismiss an FCA Action Over a Relator's Objection

Little Insight

July 11, 2023

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

Little ASAP

June 7, 2023

Little Names New Leadership for Two Affinity Groups

Little Press Release

March 7, 2023

Little Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Little Press Release

January 4, 2023

Best Lawyers in America® 2022 Edition Honors More Than 240 Little Lawyers

Little Press Release

August 19, 2021

False Claims Act Retaliation in 2021

Little Report

July 26, 2021

Avoiding Whistleblower Claims In The COVID-19 Era

Chief Executive

March 23, 2021

Pennsylvania Supreme Court Expands Ability of Certain Employees to Bring Discrimination and Harassment Retaliation Claims under Whistleblower Law

Little ASAP

July 7, 2020

Little Appoints New Co-Chairs for Women's Leadership Initiative

Little Press Release

February 8, 2019

Supreme Court Limits Dodd-Frank Retaliation Protections to Employees who Blow the Whistle to the SEC

Little ASAP

February 23, 2018

SEC Continues its Efforts to Make Dodd-Frank Whistleblowing Easier

Little Insight

August 14, 2015

Speaking Engagements

What We Learned from Whistleblowers and Their Complaints in 2022 and What to Watch Out for in 2023

February 22, 2023

2022 Philadelphia Regional Employer Conference

Philadelphia, PA

October 28, 2022

Impact of the False Claims Act in the Era of COVID-19

August 5, 2020

2019 Developments in Federal and State Whistleblower Retaliation Law Webinar

October 17, 2019

Fielding Whistleblower Complaints: How to Investigate, Avoid Retaliation, and Ensure Your Company Doesn't Drop the Ball

Little Webinar

December 4, 2018