

Alan Persaud

Associate

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Focus Areas

Discrimination and Harassment
Hospitality
Inclusion, Equity and Diversity
Retail
Whistleblowing, Compliance and Investigations
Wage and Hour

Overview

Alan Persaud has experience representing employers in a wide range of labor and employment class action, collective action, multi-plaintiff, and single-plaintiff matters involving claims such as:

- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Fair Labor Standards Act
- Family and Medical Leave Act
- Florida Civil Rights Act
- Florida Whistleblower's Act
- Title VII of the Civil Rights Act of 1964
- Uniformed Services Employment and Reemployment Rights Act
- 42 U.S.C. Sections 1981 and 1983

Alan also provides strategic advice and counsel to employers and conducts internal investigations on employment and compliance matters.

Prior to joining Littler, Alan represented public and private entities at a full-service litigation law firm, where he focused on employment litigation. He has experience in administrative charges, administrative hearings, arbitration proceedings, lawsuits in federal and state courts, and appellate proceedings.

With his International M.B.A., Alan brings an innate understanding of business to his role as an employment attorney. While completing Florida International University's J.D./M.B.A. joint-degree program, Alan served as Global Labor and Employment Law Clerk at a transportation and logistics company, Honors Legal Intern at the U.S. Securities and Exchange Commission, and Judicial Intern to the Hon. Beth Bloom of the U.S. District Court for the Southern District of Florida. During law school, Alan also served as Vice President of the Employment and Labor Law Society, President of the Business Law Society, FIU Law Student Ambassador, Student Bar Association Professional Development Committee Chair, and Staff Member of the *FIU Law Review*. The Florida Bar Labor and Employment Law Section honored his achievements in labor and employment law by awarding Alan with the 2018-2019 Outstanding Labor and Employment Law Student Scholarship and Award.

Professional and Community Affiliations

- Member, Asian Pacific American Bar Association
- Member, Caribbean Bar Association
- Member, The Florida Bar Labor and Employment Law Section

Recognition

- Fellow, National Employment Law Council Academy, *National Employment Law Council*, 2022, 2023
- Pathfinder, LCLD, *Leadership Council on Legal Diversity*, 2023
- Recipient, Outstanding Labor and Employment Law Student Scholarship and Award, *The Florida Bar, Labor and Employment Law Section*, 2018-2019
- Recipient, Alex and Maribety Alvarez Excellence in Service Award, *Florida International University College of Law*, 2019
- Recipient, Outstanding Contribution to FIU Law Review Award, *FIU Law Review*, 2018-2019
- Recipient, Outstanding Symposium Contribution Award, *FIU Law Review*, 2018-2019
- Recipient, International MBA Program Exceptional Leadership Award, *FIU Chapman Graduate School of Business*, 2018

Education

J.D., Florida International University College of Law, 2019

M.B.A., Florida International University, 2019

B.B.A., Florida International University, 2016

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

Publications & Press

Escaping the "Upside Down" – Halting Florida's Stop WOKE Act

Westlaw Today

August 7, 2024

Escaping the "Upside Down" – Halting Florida's Stop WOKE Act

Littler ASAP

August 6, 2024

Celebrating AANHPI Heritage Month: Finding Community Through the Leadership Council on Legal Diversity

Littler Podcast

May 29, 2024

Eleventh Circuit Holds Adverse Employment Action Is Required in ADA Failure-to-Accommodate Claims

Littler ASAP

August 14, 2023

Protecting the Local CROWN: Combing Through Florida's Ordinances Prohibiting Discrimination Based on Hairstyles and Textures

Littler ASAP

July 21, 2023

LOUD QUITTING! The New Emerging Global Resignation Trend Taking the Workplace by Storm

Littler Insight

July 6, 2023

Littler Attorneys Participating in 2023 Diversity Leadership Programs

Littler Press Release

April 17, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Eleventh Circuit Holds FLSA Administrative Exemption Applies to Business Development Managers Who Drove Business to Car Manufacturer

Littler ASAP

April 11, 2022

Employers Must Beware Harassment Risks Posed By Emojis

Law360 Employment Authority

April 4, 2022

Salt Bae’s Sprinkle of First Impression: Eleventh Circuit Holds Mandatory Service Charges Are Not “Tips” and May Be Used to Satisfy FLSA Wage Requirements

Littler Insight

March 30, 2022

Littler Attorneys Selected for 2022 Diversity Leadership Programs

Littler Press Release

March 25, 2022

Is an Emoji Worth a Thousand Words? The Impact of Emojis in the Workplace

Littler Insight

March 23, 2022

To Quash or Not to Quash: Necessity of Formal Service of Process on Foreign Defendants through the Hague Convention

Littler ASAP

November 19, 2021

Just a Minute, Isn’t That De Minimis: California Should Not Burden or Require National Employers to Compensate Employees for De Minimis Off-The-Clock Work Activities

14 FIU L. Rev. 121

2020