

## Alexa J. Laborda Nelson

Associate

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## Focus Areas

Discrimination and Harassment  
Investigations  
Litigation and Trials  
Whistleblowing and Retaliation  
Unfair Competition and Trade Secrets  
Corporate Compliance and Ethics

## 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 a member of the firm's Women's Leadership Initiative Steering Committee and the Reunión affinity group. For both groups, she works to enhance the firm's already robust efforts on recruitment, retention, and mentoring diverse attorneys. She is also a member of Littler's Whistleblower and Retaliation practice group, for which she is a frequent contributor. Outside of the firm, Alexa volunteers for the Delaware Valley H.R. Person of the Year annual awards event honoring excellence in the human resources profession to help select scholarship recipients, and on a neighborhood committee working to design a community park.

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
- Named, Rising Star, *Super Lawyers*, 2016-2021
- 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

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

*Littler Press Release*

August 19, 2021

### **False Claims Act Retaliation in 2021**

*Littler 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**

*Littler ASAP*

July 7, 2020

### **Littler Appoints New Co-Chairs for Women's Leadership Initiative**

*Littler Press Release*

February 8, 2019

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

*Littler ASAP*

February 23, 2018

**Philadelphia's New Wage Theft Ordinance: What Employers Need to Know**

*Littler Insight*

July 6, 2016

**SEC Continues its Efforts to Make Dodd-Frank Whistleblowing Easier**

*Littler Insight*

August 14, 2015

**Speaking Engagements**

**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**

Littler Webinar

December 4, 2018