



Alyesha A. Dotson

Shareholder

Co-Chair, EEO & Diversity Practice Group

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Focus Areas

Inclusion, Equity and Diversity

Discrimination and Harassment

Hiring, Performance Management and Termination

Alternative Dispute Resolution

eDiscovery

Class Actions

Overview

With over a decade of experience as an employment litigator and legal trainer, Alyesha Asghar Dotson adeptly navigates clients through the legal landscape, including in the Inclusion, Equity & Diversity space. She brings deep employment litigation experience and an innate understanding of business to her role as a diversity consultant and an employment attorney. Company executives in a broad spectrum of industries, including healthcare, manufacturing, retail, and professional services, look to her for Inclusion, Equity, and Diversity programming and counsel that emphasizes recruitment, equity-building engagement, productivity, and retention.

Alyesha's multilingual and multicultural heritage, her globe-trotting personal background, and her qualifications as an employment attorney and neutral facilitator manifest in relatable training and legal advice that extends from the C-Suite to the shop floor. Alyesha possesses a multifaceted perspective on the design and implementation of meaningful Inclusion, Equity & Diversity initiatives that are not only legally compliant but harness the potential of both stakeholders and individual contributors.

Whether it is in IE&D programming or litigation, Alyesha engages with clients to understand what they need, and strategizes to deliver it to them in the most efficient and effective manner.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Equal Employment Opportunity Committee, Labor and Employment Section, American Bar Association
- Member, Young Lawyers Division, American Bar Association
- Member, DuPont Legal Minority Counsel Network

Recognition

- Named, Rising Star, West Virginia, *Super Lawyers*, 2012-2013, 2015-2017
- Named, Member Spotlight, *Labor and Employment Section - American Bar Association*, February 2015
- Named, Hot List, *Mid-Atlantic Region, Lawyers of Color*, 2013

Education

J.D., West Virginia University College of Law, 2008

B.A., Concord University, 2004, *summa cum laude*

Bar Admissions

West Virginia

Washington

Courts

U.S. Court of Appeals, 4th Circuit

West Virginia Supreme Court

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

Languages

Hindi

Publications & Press

An Employer's Guide to Deciding When to Publish a Statement on Current Events

Littler Podcast

June 2, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Corporate Board Diversity: Next Steps for Employers After Court Strikes Down California Board Diversity Law

Littler Insight

April 18, 2022

What should an employer do to address a discovered symbol of racial hate in the workplace?

Littler 2 the Point Video

March 8, 2022

How can the employer prevent exposure to racial hate symbols, like the confederate flag, in the workplace?

Littler 2 the Point Video

November 16, 2021

How Meaningful Commitment To IE&D Can Enhance A Company's ESG Profile

Corporate Board Member

September 13, 2021

Diversity Referral Bonuses: Advantages and Disadvantages of Increasing Diversity Recruitment By Supercharging Your Employee Referral Program

Littler Podcast

September 2, 2021

Breaking Down Barriers or Putting Up Hurdles With Vendor Diversity Programs

Littler Podcast

July 28, 2021

Tips for Employers Confronting Racially Offensive Symbols in the Workplace

Littler Podcast

June 15, 2021

Social and Political Issues and the Workplace – Implications for Employers

Littler Report

May 12, 2021

Questioning the “Diversity Questionnaire”

Littler Podcast

May 11, 2021

The Promise and Perils of Affinity Groups; Or, How Not to Bargain with your Employee Resource Group

Littler Podcast

April 29, 2021

Recruitment and Staffing Agency Quandaries: Avoiding Claims of Reverse Discrimination in Hiring a Diverse Workforce

Littler Podcast

March 31, 2021

Littler Attorneys Selected for Diversity Leadership Programs

Littler Press Release

March 23, 2021

Success by the Numbers: The benefits and pitfalls of measuring Diversity, Equity & Inclusion

Littler Podcast

February 26, 2021

What's Coming to Diversity, Equity & Inclusion in 2021: Your Next Chapter

Littler Podcast

January 29, 2021

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

Diversity, Equity & Inclusion Programming in 2020 and Beyond: The Ghosts of Seasons Past and Future

Littler Podcast

December 14, 2020

Courageous Conversations: An Equity Building Tool for Your Workplace

Littler Podcast

November 16, 2020

Demystifying President Trump's Executive Order on Diversity Training

Littler Podcast

October 26, 2020

New California Law Mandates Corporate Board Diversity

Littler Insight

October 1, 2020

West Virginia Employment Update: The Mountain State is Becoming Much More Attractive to Employers

Littler Insight

June 9, 2015

The Supreme Court Speaks on Class Action Waivers in Arbitration Agreements

The Young Lawyer

November 2014

NLRB Outlines Social Media Policies Dos and Don'ts

The Young Lawyer

May 2013

When Johnny and Joanie Come Marching Home Again: Recent Developments in USERRA

Conference Materials

2009

Speaking Engagements

2022 Kansas City Regional Employer Conference

Kansas City, MO

July 28, 2022

The Ins and Outs of IE&D in U.S. and Non-U.S. Jurisdictions

June 21, 2022

Who Wants to Be a Lawionaire?

Littler Executive Employer Conference

May 5, 2022

A Practical Primer on Inclusion, Equity & Diversity Programs

Littler Executive Employer Conference

May 4, 2022

Littler's Annual Report on the EEOC: Looking Back at FY 2021 Developments and Looking Forward at the Commission's Plans for FY 2022

April 27, 2022

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

Denver Compliance Coffee Talk Webinar: Getting DE&I Right

Denver, CO

September 1, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 29, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 28, 2021

Moving Diversity, Equity and Inclusion Programs Forward - Part 2: A DE&I Training Session - Fostering a Diverse, Inclusive and Respectful Culture

Minneapolis, MN

June 17, 2021

Moving Diversity, Equity and Inclusion Programs Forward - Part 1

April 27, 2021

Equal Justice and the Law: Diversity & Inclusion and Equal Pay Initiatives in the Workplace

December 4, 2020

Moving Diversity, Equity, and Inclusion Programs Forward

November 10, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session Seven

November 6, 2020

Oregon Employer Update: New OR-OSHA Rules, New Paid Leave, and More

October 23, 2020

2020 Legal Update

Seattle, WA

February 18, 2020

#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo

Webinar

October 15, 2019

Navigating Transgender Issues in the Workplace: What Employers Should Know

Charleston, WV

June 21, 2018

A New Bermuda Triangle: Substance Abuse, Testing Policies and Medical Marijuana

WV Chamber of Commerce HR Conference

April 26, 2018

Pregnancy Discrimination

Annual Conference - American Bar Association

July 31, 2015

Books & Book Chapters

- Family & Medical Leave Act, *Bloomberg BNA*, Chapter 3, Eligibility of Employees for Leave, 2013 Supplement, Contributing Author: Eric Iskra
- Employment Discrimination Law, *Bloomberg BNA*, Chapter 5, Failure to Provide a Reasonable Accommodation, 2014 Supplement, 5th Ed., Chapter Associate Editor
- Trade Secret Laws: State Q& A Tool, *Practical Law*, West Virginia, Chapter Co-Author: Eric W. Iskra, Esq.
- *ABA FMLA Treatise*, Chapter 3, Contributing Author, 2017