

## Amy Nixon

Littler onDemand Program Manager

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## Focus Areas

Littler onDemand

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

## Overview

As a member of the Littler onDemand team and based in Michigan, Amy Nixon helps ensure Littler onDemand's clients' workplace legal queries are promptly addressed. Amy brings more than 20 years of labor and employment experience to her Program Manager role.

As Program Manager, Amy contributes to the accomplishment of Littler onDemand's goals and initiatives by providing financial oversight for Littler onDemand matters; working to ensure timely responses to client inquiries; working on team publications and seminars; helping ensure successful client implementations and client relations; and helping ensure successful collaboration among team members.

Previously, Amy focused her practice primarily on the litigation of harassment, discrimination, and retaliation claims as a Shareholder at Littler. She regularly appeared in state and district courts and before the Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, and Illinois Department of Human Rights. She has specific experience with claims arising under:

- Title VII of the Civil Rights Act of 1964
- The Age Discrimination in Employment Act (ADEA)
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Missouri Human Rights Act
- The Illinois Human Rights Act
- The Fair Credit Reporting Act (FCRA)

- The Employee Retirement Income Security Act (ERISA)

Working with retailers and restaurants, Amy also counseled clients about employment policies and conducted training regarding the ADA and the FMLA.

Amy also worked for several years as a Team Lead for Littler's CaseSmart program. In addition, as LCS Counsel, Amy was responsible for handling administrative agency charges from investigation to conclusion. She investigated charge allegations, reviewed pertinent documents, interviewed key witnesses, provided clients an assessment of the risks associated with the charge, and handled mediation of client charges before administrative agencies. Prior to joining the firm, Amy worked in-house for a large corporation in Oklahoma.

## Recognition

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## Education

J.D., University of Oklahoma, 2000

B.A., University of Oklahoma, 1997

## Bar Admissions

Missouri

Illinois

Oklahoma

Utah

Michigan

Texas

## Publications & Press

### **Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders**

*Littler Press Release*

January 8, 2009

### **Littler Mendelson Expands In Central U.S. With New St. Louis Office**

*Littler Press Release*

January 24, 2008

### **Cash Balance Pension Plan Conversions**

*Oklahoma City Law Review, Vol. 25, Nos. 1&2 (Spring and Summer 2000),*

2000

**ERISA Enhanced Benefit Claims and the Seventh Amendment: No Common Ground in the Tenth Circuit**  
*Oklahoma Law Review, Vol. 52, No. 41, pg. 665*

## **Speaking Engagements**

**The FMLA: Overcoming Challenges in Light of Recent Rulings**  
NBI National Webinar  
February 1, 2016

**Litigation and the New Federal Rules: What Every Paralegal Should Know**  
Institute for Paralegal Education  
January 13, 2016

**Successful PTO Programs**  
Lorman Webinar  
November 6, 2015

**Emerging LGBT Issues**  
SHRM Leadership Conference, St. Louis, MO  
October 30, 2015

**Expanding Paid Sick Leave Laws: Employers “Need to Know” PTO Guide**  
Center for Competitive Management Webinar  
October 20, 2015

**New Federal Rules of Civil Procedure**  
NBI National Seminar  
August 14, 2015

**A Practical Guide to Federal Court Pleadings, Discovery and Evidence**  
National Business Institute (NBI)  
July 2013

**Genetic Information Nondiscrimination Act (GINA) Overview**  
National Business Institute Telephone Seminar  
July 2010

**The New FMLA Regulations**  
National Business Institute Telephone Seminar  
September 2009

**Reductions in Force: The Puzzle, The Process, The Alternatives**

St. Louis, MO

May 19, 2009

**Managing Leaves of Absence**

St. Louis, MO

February 19, 2009

**Fundamentals of Employment Discrimination Law**

National Business Institute Seminar

August 2008

**Maintaining Harmony in the Workplace Through Human Resources Management**

National Business Institute Seminar

August 2008

**Successfully Litigating Employment Discrimination**

National Business Institute Seminar

March 2008

**Interplay of PTO Policies With Other Laws**

Lorman Education Services Seminar

October 2007

**Human Resources Policies That Prevent Lawsuits**

National Business Institute Seminar

November 2006

**The Bermuda Triangle: ADA, FMLA, and Workers' Compensation**

2003 Human Resources and Employment Law Conference

November 2003

**How to Comply with COBRA, HIPAA, and Administer Flexible Spending Accounts**

September 2003

**Books & Book Chapters**

- Privacy Issues in the Workplace – Drug Testing, Surveillance, Polygraphs, and Other Issues, *Chapter of Missouri Employer (3rd Ed., Vol. II, Ch. 15)*, Co-Author: Missouri Bar Association, *Employee Law Deskbook*