

## Andrew Gray

Associate

100 Congress Avenue  
Suite 1400  
Austin, TX 78701  
main: (512) 982-7250  
direct: (512) 982-7267  
fax: (512) 982-7248  
argray@littler.com



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## Focus Areas

Workplace Privacy and Data Security  
Robotics, Artificial Intelligence (AI) and Automation  
Discrimination and Harassment  
Unfair Competition and Trade Secrets  
International Employment Law  
General Data Protection Regulation (GDPR)

## Overview

Andrew Gray represents and advises clients on all aspects of workplace privacy, cybersecurity, and information security. He regularly counsels businesses of all sizes on data rights and security, internet law, and privacy issues, including:

- Social media and other new technologies
- Platform privacy policies and terms of use
- Data security incident response
- Cross-border data transfers
- State data protection laws
- Global data protection laws
- Biometric data
- Surveillance of electronic communications
- Background checks
- The Health Insurance Portability and Accountability Act
- The Federal Wiretap Act
- The Federal Electronic Communications Privacy Act, and Stored Communications Act
- The Telephone Consumer Protection Act

- The California Consumer Privacy Act

Andrew joined Littler directly out of law school, where he was managing editor of the *American Journal of Criminal Law*. In addition, he was an intern for the Hon. David Newell, Texas Court of Criminal Appeals, and the Hon. Harvey Brown, Texas First Court of Appeals.

## Professional and Community Affiliations

- Member, Sporting Clays Fundraising Committee, Boy Scouts of America

## Education

J.D., University of Texas School of Law, 2017

B.A., University of Texas, Austin, 2014, *With Honors*

## Bar Admissions

Texas

## Courts

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

## Publications & Press

### **Navigating Natural Disasters During a Pandemic – Key Considerations for Your Workforce**

*Littler Insight*

August 28, 2020

### **Eight Key Steps Toward Preventing a Damaging Data Breach**

*Printing Industries of America Magazine*

December 2019

### **Managing Data Privacy: Collection and Protection of Employee Data**

*American Employment Law Council*

October 25, 2019

### **Supreme Court Holds EEOC Charge-Filing Requirement is Not Jurisdictional**

*Littler ASAP*

June 4, 2019

**Unraveling the Newest Development in the Data Protection Juggernaut: What Does the "California Consumer Privacy Act of 2018" Mean for Employers?**

*Littler Insight*

July 9, 2018

**Which State's Wage Laws Apply When Workers Temporarily Relocate?**

*SHRM Online*

November 28, 2017

**SafeHer, But Not For Him: Title VII Discrimination In Ridesharing**

*26 Stanford Law and Policy Review 13*

2017

**The Unanimity Rule: "Black Swans" and Common Questions in FLSA Collective Actions**

*10 Federal Courts Law Review 1*

2017

**Saving the Jury Trial Waiver Through Forum Selection**

*67 DePaul Law Review 1*

Fall 2017

**"Cloud" Atlas - A Map to Amending Metadata Privacy Law in the Modern Era**

*52 Gonzaga Law Review 147*

2016/2017

**Speaking Engagements**

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019

**The Robot Made Me Do It! – AI in the Workplace**

2019 Dallas Regional Employer Conference

July 18, 2019