



Anthony Kuchulis

Shareholder

1300 SW Fifth Avenue
Wells Fargo Tower, Suite 2050
Portland, OR 97201
main: (503) 221-0309
direct: (503) 889-8910
fax: (503) 242-2457
akuchulis@littler.com



Focus Areas

Litigation and Trials
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Class Actions
Policies, Procedures and Handbooks
Home Health and Home Care

Overview

Anthony Kuchulis focuses his practice on representing employers and management in employment litigation. Anthony also regularly advises on employment law issues, including compliance with state and local rules and ordinances, representation before board and regulatory agencies, and when necessary, defending or litigating claims through trial. Foremost in all of his work is understanding his clients and their concerns so that he can quickly address issues and potential exposure, while ensuring that his clients have the information they need to arrive at informed decisions based on specific circumstances, culture, and business needs. Anthony has over a decade of trial experience representing employers and businesses with advice and litigation support.

Since the inception of the #MeToo movement, Anthony has dedicated himself to developing and perfecting the next generation of anti-sexual harassment and anti-bias workplace training modules. These presentations focus on how employees can be good bystanders, avoid accidental missteps, and respond well to feedback. Anthony seeks to de-clutter traditional workplace trainings and counsels workers on looking out for situations, people, or conversations that are inappropriate for the workplace. He has presented this new paradigm for workplace trainings for employees and HR professionals around the country to high praise. Recently, he was asked to present an anti-bias and inclusion training program to hundreds of local law enforcement officers.

In his law practice, Anthony has represented numerous clients of all sizes and from every part of the Northwest. Anthony uses his experience to advise his clients as an efficient, bottom line-focused advocate. He is committed to helping businesses address the daily challenge of compliance and responding to claims, while not losing sight of the underlying key: that you have a company to run.

Anthony began his career with a clerkship at the Department of Justice and also tried cases with the Clackamas County and Deschutes County District Attorneys' offices. While in law school, he served two years as an editor for the *Lewis and Clark Law Review*.

Professional and Community Affiliations

- Member, Uniform Civil Jury Instructions Committee, Oregon State Bar, 2017-present
- TIPS Section Funded Vice Chair, American Bar Association, 2017-present
- Executive Committee Member, Oregon New Lawyers Division, Oregon State Bar, 2012-2018
- Founding Member, Red Gala Foundation, 2016-2018
- Founding Board Member, Men Go Red, PDX Chapter, American Heart Association, 2016-2018
- Boxing Instructor, Portland City Boxing, 2016-2018
- Past President, West View Villas HOA, 2015
- Past President, Redmond Rotary Club, 2014
- Past President, Central Oregon Inn of Court, 2013

Recognition

- Named, Rising Star, Oregon, *Super Lawyers*, 2014-2019
- Cornelius Honor Society, *Lewis & Clark Law School*

Education

J.D., Lewis & Clark Law School, *with Honors*

B.A., University of Oregon

Bar Admissions

Oregon

Washington

Courts

U.S. District Court, District of Oregon

U.S. District Court, Western District of Washington

Publications & Press

Oregon Announces Coming Rule for Weekly Tests of Unvaccinated Healthcare Workers

Littler ASAP

August 5, 2021

Opening Pandora's Box: Oregon Court of Appeals Holds That "Any Person" Can Be Held Liable Under Oregon's Aiding and Abetting Statute

Littler Insight

July 20, 2021

Oregon Governor Brown Announces End of COVID-19 Restrictions

Littler ASAP

June 29, 2021

Oregon Supreme Court Limits Employers' Tools for Avoiding Excessive Attorney Fees for Minor Pay Violations

Littler ASAP

January 13, 2021

Oregon OSHA Issues Sweeping Temporary COVID-19 Safety Rules for Employers

Littler ASAP

November 10, 2020

After COVID-19, returning to the office won't be business as usual

American Bar Association

July 6, 2020

A COVID-19 Guide for Oregon Employers

Littler Insight

March 15, 2020

Legislative Highlights for Oregon Employers in 2020

Littler Insight

February 13, 2020

Shareholder Anthony Kuchulis Joins Littler's Portland, Oregon Office

Littler Press Release

April 22, 2019

Recent Developments in Employment & Labor Law

ABA TIPS Law Journal

January 2019

Top Five Employment Compliance Issues for 2019

Cascade Business News

December 20, 2018

Sexual Harassment Training and Policies Only Go So Far

Law Practice Today

May 14, 2018

Sexual Harassment Culture Shift: Traditional Training & Policies Have Failed Us

Cascade Business News

March 21, 2018

3 Essential Steps for an Effective Sexual Harassment Culture Shift

Portland Business Journal

March 1, 2018

Federal Regulations for Employers Changing at a Rapid Rate

Daily Journal of Commerce

July 28, 2017

Recent Legal Developments

Oregon Civil Rights Newsletter

June 2017

Don't Get Caught in the Independent Contractor Trap

Cascade Business News

February 15, 2017

Speaking Engagements

Oregon Employment Law Update: Legislators Debate Big New Changes

Portland, OR

March 10, 2021

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

October 23, 2020

Oregon Employers Top 5 Unexpected New COVID-19 Issues

May 19, 2020

Oregon Employment Law COVID-19 Update: Federal and State Legislation, Predictive Insights, and Critical Next Steps to Protect Your Business Now and Recover Tomorrow

April 7, 2020

Case Law and Legislative Update: An Overview of an Eventful Year!

Oregon Bureau of Labor and Industries Annual Employment Law Conference

November 4, 2019

Respect in the Workplace

Series of 9 Talks, Camus, WA

November 2-18, 2019

Oregon's New Workplace Fairness Laws: What Employers Need to Know

Portland, OR

September 17, 2019

Pay Equity Update

Oregon Seed Association Annual Meeting

January 17, 2019

The Economics of MeToo: Good Policies are Good Business

Oregon State Bar Business Law Section Annual CLE

November 1, 2018

Sexual Harassment Culture Shift: Why Traditional Trainings & Policies Don't Work – And What Does

Mulch & Soil Council Conference

October 4, 2018

Everything You Say Is Sexual Harassment & 9 Other Myths

Northwest Energy Efficiency Alliance (NEEA)

September 17, 24, 26, 2018

Perjury Trap: Preparing Clients for Depositions

Oregon State Bar Oregon New Lawyers Division (ONLD) CLE

September 14, 2018

Sexual Harassment Culture Shift: Why Traditional Trainings and Policies Don't Work – And What Does

Rotary Club of Portland

August 28, 2018

Let's Rethink Harassment Training: Five Big Mistakes Companies Make Over & Over Again

Yamhill County HR Association

June 14, 2018

Everything You Say Is Sexual Harassment & 9 Other Myths

Oregon State Bar Oregon New Lawyers Division (ONLD) CLE

June 2, 2018

Sexual Harassment Culture Shift: Traditional Training Doesn't Work, But This Does

Mid-Willamette Valley SHRM Meeting

April 24, 2018

Workplace Sexual Harassment Laws & Prevention in the #MeToo Era

Labor & Employment Relations Association (LERA) Panel

March 23, 2018

Sexual Harassment Culture Shift: Your Business, Your People, Your Leadership

CHO Group Executive Workshop

February 28, 2018

Get Proactive! How to Address & Prevent Sexual Harassment in the Workplace

Oregon State Bar CLE

January 17, 2018

Good Lessons From All Those Public Apologies

Oregon Seed Association Mid-Winter Meeting

January 16, 2018

Why Sexual Harassment Training Doesn't Work: And What Does

Oregon State Bar Oregon New Lawyers Division (ONLD) CLE

January 9, 2018

Case Law Update: Veterans' Weekend Edition

Oregon Paralegal Association Annual Convention

November 11, 2017

Oregon's New Pay Equity Law: Taking a Closer Look

Oregon School Personnel Association - TSPC-ODE Workshop
October 30, 2017

Why Employers Need to Care about Equal Pay

TPD Webinar
October 18, 2017

Networking Essentials

Oregon New Lawyer Division
October 10, 2017

Oregon's New Pay Equity Law

Association of Corporate Counsel CLE Meeting
September 14, 2017

What Payroll Executives Need to Know About Pay Equity

Portland Metro Payroll Association Meeting
July 19, 2017

Networking: How to Distinguish Yourself from the Pack

Super Saturday Oregon State Bar Conference
June 3, 2017

Employment and Labor Issues Affecting our Industry

Forest Resources Association
May 18, 2017

Legal Update

OSWAHCR Meeting
April 13, 2017

The Shifting Sands of Employment Law: What CHROs Need to Know Today for Tomorrow

Executive HR Conference
March 10, 2017

Employment Law Update

2017 NW EEO Annual Employment Law Update
March 7, 2017