

Asha A. Santos

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Workplace Privacy and Data Security
Policies, Procedures and Handbooks
Wage and Hour
Training - Compliance, Ethics, Leadership

Overview

Asha A. Santos devotes her practice to the litigation of all types of employment disputes in state and federal court and before government agencies. Asha's practice focuses on:

- Single- and multi-plaintiff harassment and discrimination matters
- ADA, FMLA, and leave of absence issues
- Wrongful termination
- Wage and hour
- Pre-litigation counseling and compliance issues

In addition to litigation, Asha has a robust practice as a neutral investigator. In this role, she has investigated and made factual findings concerning numerous high profile sex harassment and discrimination claims, and she has conducted workplace culture audits concerning allegations of bullying and microaggressions.

Asha also has particular skill in designing and implementing comprehensive training programs for employees in all levels of an organization.

Asha's comprehensive sessions include:

- Workshops tailored to senior executives and their unique legal obligations to respond to harassment and discrimination concerns
- Interactive workshops on respect in the workplace and equal opportunity employment principles
- “Train the trainer” sessions to empower human resources and in-house employees to deliver EEO workshops
- Bystander intervention workshops designed to create and support a “speak up” culture
- Sessions tailored to client or industry-specific issues, such as third party harassment concerns and social media

Asha’s popular Bystander Intervention training has been implemented by numerous employers in the wake of #MeToo, and Asha is a regular speaker on the topic of what #MeToo means for corporate America.

Professional and Community Affiliations

- Member, Boston Bar Association
- Member, Greater Boston Chamber of Commerce

Education

J.D., Boston College Law School, 2007, *cum laude*

B.A., Williams College, 2000

Bar Admissions

Massachusetts

Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Massachusetts

Publications & Press

Maternity Leave Isn’t Enough to Retain New Moms

Harvard Business Review

November 30, 2020

Massachusetts Releases Four-Phase Reopening Plan

Littler Insight

May 19, 2020

If Something Feels Off, You Need to Speak Up

Harvard Business Review

April 14, 2020

#MeToo is necessary. It's also freaking men out.

Boston Globe

January 9, 2020

Rethinking Training – Bystander Intervention and Diversity & Inclusion Sessions

Littler Podcast

December 9, 2019

Littler Elevates 15 Attorneys to Shareholder

Littler Press Release

January 4, 2016

Domestic Violence Leave Required in Massachusetts

Littler ASAP

October 14, 2014

Massachusetts Supreme Judicial Court Clarifies Leave Rights Under the Massachusetts Maternity Leave Act

American Chamber of Commerce Resources

October 2010

Speaking Engagements

2020 Virtual New England Employer

November 5, 2020

Return to Work in Massachusetts – Managing the Next Phase of the Pandemic

May 13, 2020

#MeToo, Part 2 – Where Do We Go from Here?

2019 New England Employer Conference, Newton, MA

September 27, 2019

Plenary: What #MeToo Means for Corporate America

Task Force for Talent Innovation Summit 2018

July 12, 2018

2018 Employment Law Update

Boston, MA

June 8, 2018

2017 New England Employer Conference

Boston, MA

October 27, 2017

Data Protection and Cybersecurity Laws

Annual Corporate Counsel Conference, Commercial Law Section - National Bar Association, Dana Point, CA

February 2013

Complex Leave of Absence Issues – the Intersection of the FMLA, ADA, and Worker’s Compensation

Client Presentation, Newton, MA

September 2012

Books & Book Chapters

- Massachusetts Human Resources Manual, *American Chamber of Commerce Resources*, 2013
- Massachusetts Human Resources Manual, *American Chamber of Commerce Resources*, Co-Author Joshua Davis, 2010