



## Bradley C. Tobias

Associate

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### Focus Areas

Discrimination and Harassment  
Hiring, Performance Management and Termination  
Affirmative Action/OFCCP Compliance  
Policies, Procedures and Handbooks  
Higher Education  
Unfair Competition and Trade Secrets

### Overview

Brad Tobias advises clients in federal and state employment law matters, including issues related to the:

- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Title VII of the Civil Rights Act of 1964
- Section 1981 of the Civil Rights Act
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)

In addition to these areas, Brad counsels and represents management and individuals in protection of trade secrets and intellectual property, as well as noncompetition, nonsolicitation, defamation, and other business torts.

Brad counsels government contractors on affirmative action plans and compliance with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act, and other applicable federal contracting rules and regulations as well.

Brad also advises HR professionals and personnel on university and college matters, including Title IX compliance, constitutional due process claims and policy review.

Prior to joining Littler, Brad was an employment and labor attorney at a national law firm, representing private and government contractor employers. Brad also practiced labor and employment law at a mid-sized regional firm. He has previously worked with the Office of Attorney General for the District of Columbia where he defended the District in employment law, civil rights, torts, and other civil cases in local and federal court. In law school, Brad wrote and published more than 200 articles for the blog *Labor & Employment Law Essentials*, which offered employers analyses of emerging labor and employment issues.

## Professional and Community Affiliations

- Member, Virginia Bar Association
- Member, Fairfax Bar Association
- Member, Roanoke Bar Association, 2015-2017
- Editor and Contributor, Roanoke Bar Review, 2016-2017

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2024
- Certified Legal Lean Sigma Institute (LLSI) White Belt

## Education

J.D., William & Mary Law School, 2014

B.A., George Washington University, 2010, *magna cum laude*

## Bar Admissions

District of Columbia

Virginia

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. District Court, District of Maryland

## Publications & Press

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **DC Council Adopts Expanded Sick Leave, Unemployment Amendments**

*Littler ASAP*

April 8, 2020

### **A COVID-19 Guide for Employers in the DMV (DC, Maryland, Virginia)**

*Littler Insight*

March 26, 2020

### **The OFCCP Continues to Crack Down on Pay Discrimination**

*Law 360*

February 8, 2017

### **Officious Intermeddling or Protected First Amendment Activity? The Constitutionality of Prohibitory Champerty Law After Citizens United**

*22 Wm. & Mary Bill Rts. J. 1293*

2014

## Speaking Engagements

### **2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

### **2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022