

## Brian D. Tuttle

Associate

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## Focus Areas

Discrimination and Harassment  
Wage and Hour  
Unfair Competition and Trade Secrets  
Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks

## Overview

Brian D. Tuttle focuses his practice on advising and representing management clients on labor and employment law matters arising under federal and state law. Brian's practice also includes representing employers in litigation in federal and state courts as well as before administrative agencies including actions involving:

- Title VII of the Civil Rights Act claims for discrimination, harassment, and retaliation
- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Family and Medical Leave Act
- Occupational Safety and Health Administration
- Fair Labor Standards Act
- Unfair competition and trade secrets matters
- Noncompetes and nonsolicitations
- State common law and statutory claims including wrongful discharge, constructive discharge, negligence, breach of contract, intentional infliction of emotional distress, and intentional interference

Prior to joining Littler, Brian represented government employees, private sector employees, and also employers before administrative agencies and in state and federal courts. He also counseled employers in successfully navigating the complexities of HR and employment law.

During law school, Brian served as an articles editor for the *Utah Law Review* and was a teaching assistant for the Legal Writing course.

## Professional and Community Affiliations

- Member, American Bar Association

## Recognition

- Recipient, Outstanding Achievement Award, Legal Management course, *University of Utah S.J. Quinney College of Law*
- Recipient, Pro Bono Certificate of Service , *University of Utah S.J. Quinney College of Law*

## Education

J.D., University of Utah, 2018, *With Honors*

B.S., Brigham Young University, 2014

## Bar Admissions

California

Utah

District of Columbia

## Courts

U.S. District Court, District of Utah

## Languages

Spanish

## Publications & Press

**Two Utah Laws Related to Religious Expression in the Workplace Take Effect**

*Littler ASAP*

June 5, 2024

**Utah Prohibits Use of Vaccination Status in Employment Decisions**

*SHRM Online*

March 23, 2023

**Utah Enacts Law Restricting Use of Vaccination or Immunity Status in Employment Decisions**

*Littler Insight*

March 21, 2023

**Speaking Engagements**

**2023 Nevada Regional Employer Conference - Las Vegas**

Las Vegas, NV

October 24, 2023

**International Meeting on Law and Society**

Mexico City, Mexico

2017