



Britney Noelle Torres

Shareholder

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Focus Areas

Wage and Hour
Diversity & Inclusion Consulting
Class Actions
Training - Compliance, Ethics, Leadership
Whistleblowing and Retaliation
Discrimination and Harassment
Unfair Competition and Trade Secrets

Overview

Britney Noelle Torres is an experienced litigator and advisor for employers of all sizes on all aspects of the employer-employee relationship. Through jury and bench trials, mediations, and arbitrations, Britney effectively resolves difficult and complex matters arising under both federal and state law. She also advises employers regarding complex legal issues in all aspects of personnel management.

In addition, Britney counsels organizations regarding diversity and inclusion considerations – from preliminary consultation and assessment through development of targeted, long-term initiatives. She customizes and delivers impactful trainings on all topics related to diversity and inclusion in order to improve employee engagement, innovation, and performance. She also trains workforces in compliance with legal requirements.

Britney draws from her multicultural and multilingual background to obtain a deep understanding of workforces. She leverages this understanding in litigation to develop key testimony and evidence to support aggressive defense strategies. In advising employers and training workforces, Britney is able to appreciate cultural differences, connect with employees at all levels, and help foster an inclusive culture.

In all aspects of her practice, Britney uses a combination of deep subject matter knowledge and business acumen to develop creative and cost-effective strategies for employers. She is an adept strategist tailoring advice to the nuances of particular matters and the priorities of each client.

Britney is currently a member of the firm's Innovation Advisory Council, which is tasked with reengineering the traditional practice of law to bring clients cost-effective and forward-thinking solutions that employ leading-edge technology, project management skills, and alternative pricing strategies. She also served on the firm's Diversity and Inclusion Council and continues to be involved in internal diversity and inclusion initiatives.

While in law school, Britney was a member of the *Review of Law and Social Justice* and vice president of the Latino Law Student Association. She also externed for the Hon. S. James Otero, U.S. District Court Judge for the Central District of California, interned with the U.S. Attorney's Office in Los Angeles, and studied abroad at Bond University in Robina, Australia. During her undergraduate studies, Britney studied abroad at the Universidad Católica de la Argentina in Buenos Aires, Argentina.

Professional and Community Affiliations

- Member, Sacramento County Bar Association
- Member, American Bar Association
- Fellow, National Employment Law Council
- Former Vice Chair, Programs Committee, Women Lawyers of Sacramento

Education

J.D., University of Southern California Gould School of Law, 2012

B.S., Pepperdine University, 2009, *magna cum laude*

B.A., Pepperdine University, 2009, *magna cum laude*

Bar Admissions

California

Courts

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. Court of Appeals, 9th Circuit

Languages

Spanish

Publications & Press

California AB 979 Requires Directors from Underrepresented Communities for California Public Corporations

The Recorder

November 9, 2020

Countering Racism and Xenophobia in the Workplace Amid COVID-19

HR Daily Advisor

July 29, 2020

Countering Racism and Xenophobia in the Workplace Amid COVID-19

HR Daily Advisor

July 29, 2020

Navigating Limitations for Employer's Diversity and Inclusion Initiatives

Littler ASAP

July 10, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

The Standard for Admitting Electronic Party-Opponent Admissions

Criminal Law Journal, Vol. 13 Issue 2

Fall 2013

Speaking Engagements

2020 Virtual California Employer

November 19, 2020

Leveraging Data to Lawfully Improve Diversity and Inclusion

August 26, 2020

What Are Some Strategies to Help Employers Eliminate Bias in the Talent Recruitment Process?

Littler To The Point Video

July 28, 2020

Leveraging Data to Improve Diversity and Inclusion in the Financial Services Industry

Council for Inclusion in Financial Services, Webinar

June 10, 2020

Spring 2017 Northern California Breakfast Briefings

Chico, Modesto, Redding, Sacramento and Stockton, CA

April 6-19, 2017

Oh Baby! Navigating Pregnancy and Parental Leave Laws in California

SAHRA Legal Series, Sacramento, CA

March 16, 2016

Fall 2015 Northern California Breakfast Briefings

Chico, Modesto, Redding, Sacramento and Stockton, CA

October – November 2015

Books & Book Chapters

- *ABA 2018 Mid-winter Report of 2017 Cases*, Contributing author