



Courtney D. Bhatt

Associate

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Focus Areas

Investigations
Discrimination and Harassment
Inclusion, Equity and Diversity
Arbitration
Labor Management Relations
Policies, Procedures and Handbooks
Higher Education

Overview

Courtney D. Bhatt represents employers in the defense of federal and state employment law claims, including discrimination, harassment, internal investigations, and alternative dispute resolution. Further, Courtney represents and counsels employers in traditional labor law and labor relations matters. She provides advice and counsel, and innovative solutions to issues including harassment prevention training and inclusion, equity, and diversity.

Courtney has extensive litigation and arbitration experience and has consistently obtained favorable results, including successful arbitration awards as first chair, summary judgments, and judgments upheld on appeal. She also has extensive experience conducting internal and external workplace investigations for private employers and public sector employers related to allegations of misconduct, including discrimination, retaliation, and sexual harassment.

Prior to joining Littler, Courtney practiced labor and employment defense at a Tier 1 regional law firm in Washington, and she also practiced business litigation and administrative law at a business law firm in Bellevue, Washington. While in California, Courtney practiced employment defense at a law firm in the Los Angeles area.

While at Dartmouth, Courtney received a Mellam Family Foundation Scholarship for outstanding community service and academic achievement, and served as a student judiciary board member of the Committee on Standards.

Courtney earned a Certificate in Dispute Resolution from the Straus Institute for Dispute Resolution.

Professional and Community Affiliations

- Member, King County Bar Association
- Member, Association of Workplace Investigators

Recognition

- Named, Rising Star, Washington, *Super Lawyers*, 2019, 2023-2024
- Named, Top 100 for Washington, *The National Black Lawyers (NBL)*, 2024

Education

J.D., Pepperdine University School of Law, 2011

A.B., Dartmouth College, 2007

Bar Admissions

Washington

California

Courts

U.S. District Court, Western District of Washington

U.S. District Court, Central District of California

Languages

Spanish

Publications & Press

Probing in Procurement – Recent Decisions May Prompt Review of Supplier Diversity Programs

Little ASAP

March 13, 2024

Speaking Engagements

Navigating New Employment Law Legislation: A Seminar for Nonprofit Leaders in Washington State

501c Services Group

August 3, 2023

Student Safety: Laws and Liabilities

National Business Institute (NBI), Seattle, WA

September 12, 2019