



D. Porpoise Evans

Shareholder

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Focus Areas

Discrimination and Harassment
Wage and Hour
Training - Compliance, Ethics, Leadership
Investigations
Policies, Procedures and Handbooks
Litigation and Trials
Financial Services
Retail

Overview

D. Porpoise Evans advises public and private companies on an array of employment law matters, including wage and hour compliance, discrimination claims, breach of contract, leave and disability accommodation, and workplace safety. He regularly defends employers in federal and state courts, as well as before the U.S. Equal Employment Opportunity Commission and the Florida Commission on Human Relations. He also conducts in-market risk assessments for multinational companies, preparing policies and procedures and training employees on compliance with the Foreign Corrupt Practices Act. Porpoise also has deep experience representing Financial Industry Regulatory Authority (FINRA) member firms in arbitrations.

Recognition

- Rated, AV® Preeminent 5.0, *Martindale-Hubbell*
- Named, The Best Lawyers In America®, 2019-2024
- Named, Top Lawyer, Securities, Litigation & Arbitration, *South Florida Legal Guide*, 2016-2019
- Named, Top Lawyer, Labor & Employment, *South Florida Legal Guide*, 2016-2019

- Named, Top Up and Comer, *South Florida Legal Guide*, 2013-2014
- Named, Top Labor & Employment Attorney, *Legal Luminary*, *Dade County Bar Association*, 2016, 2022
- Named, Super Lawyer, *Super Lawyers*, 2013-2024
- Named, Rising Star, *Super Lawyers*, 2009-2010, 2012
- Named, Florida Legal Elite, Commercial Litigation: 2013; Labor and Employment: 2015-2024, *Florida Trend*
- Fellow, *Bar William Reece Smith Jr. Leadership Academy, Class II*, 2014-2015
- Higginbotham Fellow, *American Arbitration Association*, 2013
- Named, Legacy Legal Leader, *Legacy Miami and The Miami Herald*, 2012
- Named, 40 Under 40 Outstanding Lawyers of Miami, *The Cystic Fibrosis Foundation*, 2009
- Recipient, Inaugural Community Advocacy Award, *Dade County Bar Association, Put Something Back Program*, 2009
- Order of the Coif

Education

J.D., University of Miami School of Law, 2002, *magna cum laude*

A.B., Brown University, 1999

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Eastern District of Michigan

Publications & Press

These proactive steps can help employers avoid Foreign Corrupt Practices Act prosecution

South Florida Business Journal

January 30, 2024

Robust Action Helps Recidivist Employer Reduce Penalty for Alleged Bribery in South Africa and Indonesia

Little ASAP

January 30, 2024

Extraterritorial Application of U.S. Laws: Foreign Corrupt Practices Act

International Labor & Employment Laws American Bar Association Section of Labor & Employment Law
2009-present

Proper Planning and Swift Action Can Help Employers Avoid Foreign Corrupt Practices Act Prosecution

Littler ASAP

November 29, 2023

Littler Expands Miami Office with Addition of Four Attorneys

Littler Press Release

July 11, 2023

Legal Services of Greater Miami Recognizes its Pro Bono Partners

Florida Bar News

October 26, 2022

US Labor Department's Proposal, If Adopted, Could Spark Litigation Over Worker Classification

Daily Business Review

October 12, 2022

Pressure mounts for health care providers: Florida threatens fines for complying with the federal vaccination mandate

Orlando Sentinel

January 5, 2022

Can An Employer Mandate a COVID Vaccine?

CBS Miami

August 11, 2021

Can the boss require workers to get a COVID-19 vaccine? There are rules in Florida

Miami Herald

August 8, 2021

OSHA's COVID-19 Reporting Obligations Clarified

Society for Human Resource Management

October 15, 2020

Speaking Engagements

STOP WOKE for Florida Employers

Human Resource Association of Broward County

April 2022

COVID-19 Updates for Practitioners

Hispanic National Bar Association
April 2020

Effective Legal Activism

U.S. District Court, Southern District of Florida Black History Month Program
February 2020

2020 Employment Law Changes and Common Pitfalls

ADP South Florida User Conference
January 2020

FLSA for Paralegals

South Florida Paralegals Association
January 2020

Modern Issues in Housing and Employment

30th Annual National Bar Association Wiley Branton Symposium
October 2019

Looking to Plant Seeds Abroad?

ABA International Startup and Emerging Companies Forum
September 2019

Anatomy of an Employment Lawsuit

Greater Miami Chapter of the Society for Human Resource Management
May 2019

Religious Discrimination Issues

National Employment Law Council Corporate Counsel Seminar
April 2019

HR Challenges in the #MeToo Era

International Association of Commercial Collections Annual Conference
January 2019

Access to Justice Issues in the U.S. and Africa

Nigerian Bar Association Annual Conference
August 2018

Current Issues in Anti-Corruption Enforcement

ABA Regional Africa Forum

May 2018