



Darren Gibson

Shareholder

Co-Chair, Higher Education Industry Group

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Focus Areas

Higher Education

Investigations

Litigation and Trials

Discrimination and Harassment

Corporate Compliance and Ethics

Whistleblowing and Retaliation

Overview

Darren Gibson is a zealous advocate and trusted advisor to private businesses and public-sector employers, including colleges and universities, on a range of employment-related matters.

Darren vigorously defends his clients in a range of individual and class action cases, including discrimination and retaliation claims, wage and hour collective actions, and noncompete litigation, among others. Darren loves the courtroom, is not afraid to take cases to trial, and regularly handles appeals. He litigates cases in courts across Texas, and he has argued appeals before the Fifth and Ninth Circuits.

Darren has a particular focus representing higher education institutions. He serves as co-chair of Littler's Higher Education Industry Group and is an active member of the National Association of College and University Attorneys. Darren's higher education experience includes representing universities and related individuals in employment and Title IX litigation, and conducting investigations into sexual harassment and sexual misconduct under Title IX. In addition, Darren represents higher education clients in enforcement matters brought by the Department of Education Office of Civil Rights and other federal agencies.

Darren is board certified in labor and employment law by the Texas Board of Legal Specialization. Prior to his return to private practice, Darren served an assistant attorney general in the General Litigation Division of the Office of the Attorney General of Texas, where he defended state agencies and universities in employment litigation and class actions. Before coming to Texas, Darren was a senior associate in New York City, where his practice focused on securities litigation, internal investigations, and business disputes in the accounting and financial services industries.

Professional and Community Affiliations

- Member, CLE Committee Volunteer, National Association of College and University Attorneys
- Member, Labor and Employment Section, Texas State Bar
- Member, Labor and Employment Law Section, Austin Bar Association
- Board Member, Austin Symphony Orchestra
- Member, Leadership Austin, Essential Class of 2018

Education

J.D., Harvard Law School, 2000, *cum laude*

B.S., University of Kentucky, 1997, *summa cum laude*

Bar Admissions

Texas

New York

Courts

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

Publications & Press

Littler Earns 13th Consecutive 100 Percent in 2021 Human Rights Campaign Foundation's Annual Scorecard on LGBTQ Workplace Equality

Littler Press Release

January 28, 2021

Court Denies Preliminary Injunction of Title IX Effective Date

Littler ASAP

August 12, 2020

Final Title IX Regulations Adopt Sweeping Changes for Handling Sexual Harassment Claims at Institutions of Higher Education

Littler Insight

May 8, 2020

Littler Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Littler Press Release

February 14, 2019

Sixth Circuit Provides Expansive Due Process Rights in Title IX Cases

Littler Insight

September 12, 2018

Littler Appoints Higher Education Industry Group Co-Chairs

Littler Press Release

June 11, 2018

Supreme Court Limits Dodd-Frank Retaliation Protections to Employees who Blow the Whistle to the SEC

Littler ASAP

February 23, 2018

Littler Adds Shareholder Darren Gibson to Austin Office

Littler Press Release

January 11, 2017

Speaking Engagements

Conducting Remote Investigations in the COVID-19 Era

October 27, 2020

Reopening Texas - Key COVID-19 Considerations and Strategies for Employers

May 13, 2020

Employment Law Hot Topics for a New Decade

Austin, TX

February 6, 2020

Employment Law Update

NACUA National Conference, Denver, CO

June 25, 2019

A New Era in Title IX Compliance: Process, Fairness and New Regulations Take Center Stage

NACUA Employment Law CLE Conference, Seattle, WA

April 3, 2019

Texas Anti-SLAPP in Employment Cases: Plaintiffs' Phantom Menace

Texas Bar Association, Advanced Employment Law CLE, Dallas, TX

January 17, 2019

From Cross Examination to Safe Harbors: A New Day In Title IX Compliance Is At Your Doorstep

Magna Online Seminar

October 30, 2018

Hospitality in the #MeToo Era: Shifting From Risk To Opportunity For A Better Work Environment

Texas Hotel & Lodging Association Annual Board Meeting, Austin, TX

June 4, 2018

Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Texas anti-SLAPP in Employment Cases: Defendants' Superpower

Austin Bar Association, Employment Law Section, Austin, TX

March 18, 2018

A New Era in Title IX Enforcement: Understanding the Latest Changes

Magna Online Seminar

February 15, 2018

Texas anti-SLAPP in Employment Cases: Defendants' Superpower

Texas Bar Association, Advanced Employment Law CLE, Dallas, TX
January 18, 2018

Employment Law Update: Recent Developments and What's Coming Next

Austin, TX
November 9, 2017

Title IX Case Update

University of Texas System Title IX Conference, Austin, TX
November 2, 2017

Conducting Efficient, Effective, and Lawful Workplace Investigations

South Texas SHRM Conference, Victoria, TX
November 1, 2017

Underneath the Microscope: Sex Discrimination and Gender on Campus

TASA/TASB State Convention, Dallas, TX
October 6, 2017

You're Not Doing Anyone Any Favors: Bias, Credibility and Other Investigation Challenges and Pitfalls

University of Texas System, Office of General Counsel Legal Conference, Austin, TX
September 29, 2017

Conducting Efficient, Effective, and Lawful Workplace Investigations

Hill Country HR Management Association, New Braunfels, TX
August 10, 2017

Conducting Efficient, Effective, and Lawful Workplace Investigations

The 2017 Executive Employer® Conference, Phoenix, AZ
May 12, 2017

Creative Approaches to Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take

Austin, TX
April 25, 2017

You're Not Doing Anyone Any Favors: Bias, Credibility and Other Investigation Challenges and Pitfalls

NACUA Employment Law CLE Conference, Seattle, WA
March 30, 2017

LGBT Protections Under Title IX

University of Texas, Office of General Counsel Legal Conference, Austin, TX

September 14, 2015