

Demery Ryan

Shareholder

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Investigations
Leaves of Absence and Disability Accommodation
Litigation and Trials
Training - Compliance, Ethics, Leadership
Wage and Hour

Overview

Demery Ryan is an experienced litigator and trial attorney, defending management clients in employment discrimination, harassment, and retaliation claims as well as wage and hour claims in state and federal courts and in arbitration.

Demery represents a broad range of employers, from start-ups to Fortune 500 companies. She leverages her litigation experience to create customized compliance strategies for clients, with a focus on implementing proactive employment policies to get out ahead of problems before they start. Demery especially enjoys partnering with her clients to advise on all manner of fair employment practices, including hiring practices, workplace accommodations, and performance management, always keeping in mind the individual culture and operational goals of each client.

Demery also conducts interactive employee and management training sessions for a wide variety of individuals and organizations on harassment prevention, lawful and effective workplace investigations, and other employment issues. Demery additionally has extensive experience conducting impartial investigations into employee complaints. She also provides one-on-one executive coaching (including “last chance” coaching) and small-group training.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of California
- Member, Women Lawyers Association of Los Angeles
- Member, Board of Directors, Friends of the Los Angeles County Law Library
- Member, Association of Workplace Investigators

Education

J.D., Columbia Law School, 2001

B.A., University of California, Los Angeles, 1997

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

Publications & Press

Effective Sexual Harassment Training in the #MeToo Era

Littler Podcast

June 12, 2018

From Hollywood to Home Care: Anti-Harassment Initiative Flags Caregiver Concerns

Home Health Care News

January 7, 2018

Speaking Engagements

2018 Southern California Regional Employer

Hyatt Regency Long Beach 200 S Pine Ave. Long Beach, CA 90802

October 26, 2018

Conducting Internal Investigations: Employer's Guide to Legal, Effective, and Defensible Workplace Investigations

Center for Corrective Management Webinar

September 12, 2018

Workplace Sexual Harassment – Know Your Rights

Los Angeles County Law Library Seminar

July 18, 2018

#MeToo and #WhatsNext

Leadership Council on Legal Diversity Pathfinder Alumni Meeting

June 22, 2018

From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training Protocol

Littler Executive Employer, Phoenix, AZ

May 4, 2018

What If #MeToo Happens To You?

CalCPA Women's Leadership Forum

April 27, 2018

Southern California Breakfast Briefing - Los Angeles

Los Angeles, CA

January 10, 2017

Assisting Businesses and Employees in Reducing Employment Related Litigation Through Training, Investigations and Pre-litigation Mediations

Panelist, Beverly Hills Bar Association

June 2014