



Detrachia M.N. André

Associate

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Focus Areas

Investigations
Diversity & Inclusion Training and Consulting

Overview

Detrachia M.N. André advises and represents employers in a broad range of labor and employment matters arising under both state and federal laws. Detrachia focuses her practice on employment litigation, defending employers against claims of single plaintiff and class action workplace discrimination, harassment, retaliation, and misclassification. She also represents employers in breach of contract actions involving both executive level and lower level employees and has successfully argued in state court against claims of unpaid time.

Detrachia handles administrative charges for employers across various industries, and leads internal investigations involving complaints of sexual harassment, discrimination, bullying, and other violations of internal policy, specifically for higher education clients. Detrachia also advises clients on a variety of internal policies and practices, including investigations procedures, electronic data searches, reasonable accommodations, and paid time off.

She also focuses her practice on providing advice and counsel to employers regarding their diversity and inclusion initiatives, training, and programming for talent recruitment and retention and serves as a member of Littler's Diversity and Inclusion Consulting group.

Prior to joining Littler as an associate, Detrachia worked in the Littler Atlanta office as a law clerk while completing her law school education.

Professional and Community Affiliations

- Member, Georgia Association of Black Women Attorneys
- Member, State Bar Labor & Employment Section Mentorship Academy
- Academy Member, National Employment Law Council

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021
- Academy Fellow, *National Employment Law Council (NELC)*, 2019
- Recipient, *CALI Award for Practice Ready Writing*, Summer 2015
- Recipient, *CALI Award for Excellent Achievement in Race, Ethnicity & the Law*, Fall 2015
- Recipient, *Outstanding Performance in Litigation Trial Course*, Spring 2015
- Member, Burnett Honors College, *University of Central Florida*

Education

J.D., Georgia State University College of Law, 2016, *cum laude*

B.A., University of Central Florida, 2013, *cum laude, honors in the major*

Bar Admissions

Georgia

Courts

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

U.S. District Court, Southern District of Georgia

Publications & Press

Courageous Conversations: An Equity Building Tool for Your Workplace

Littler Podcast

November 16, 2020

New California Law Mandates Corporate Board Diversity

Littler Insight

October 1, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

EEOC Temporarily Halts Issuance of Right-to-Sue Letters During COVID-19 Pandemic

Littler ASAP

April 17, 2020

Georgia Trend: City Ordinances Require Private Employers to Expand Workplace Anti-Discrimination Protections

Littler Insight

March 23, 2020

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award

Littler Press Release

January 22, 2020

Five Littler Attorneys Selected as National Employment Law Council Academy Fellows

Littler Press Release

March 11, 2019