



## Donald C. Dowling

Shareholder

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### Focus Areas

International Employment Law  
Workplace Privacy and Data Security  
Higher Education  
General Data Protection Regulation (GDPR)

### Overview

Donald C. Dowling has extensive experience advising U.S.-based companies on outbound international labor and employment laws. Don provides counsel on a wide variety of global employment law matters, including codes of conduct and HR policies that guide operations in multiple jurisdictions, international compensation and benefits issues, whistleblower hotlines, and cross-border internal investigations and HR compliance audits. He regularly advises clients on employment matters that arise with international restructurings, reductions in force, mergers, acquisitions, and outsourcing. Additionally, Don helps clients properly engage independent contractors overseas, manage expatriate programs, and develop employment agreements and employee handbooks.

Earlier in his career, Don served as in-house international employment counsel for a Fortune 500 company in Paris and as an employment law consultant for a global consulting firm. He has delivered hundreds of presentations on international employment law issues in English and Spanish in countries around the world, and regularly publishes articles and teaches courses on a variety of global employment law topics.

### Professional and Community Affiliations

- Member, Advisory Board, New York University School of Law's Center for Labor & Employment Law
- Former Chair, Cross-Border HR Group, XBHR

## Recognition

- Named, America's Leading Lawyers for Business, *Chambers USA*, 2017
- Named, Legal 500, *US Labor & Employment, Workplace and Employment Counseling*
- Named, Super Lawyer, New York, *Super Lawyers*
- Named, Attorneys Who Matter, 2010, *Ethisphere Institute*
- Named, Leading International Labor/Employment Lawyer, *PLC Which Lawyer?*
- Order of the Coif
- Named, The Best Lawyers in America®, 2019-2020

## Education

J.D., Levin College of Law at University of Florida, 1985

A.B., University of Chicago, 1982

## Bar Admissions

New York

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Southern District of Ohio

## Languages

Spanish

## Publications & Press

**Best Lawyers in America® 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**How to Gather Documents Overseas in a Global Investigation**

*SHRM Online*

August 7, 2019

**Inequality Ranks Low on Global HR's Concerns**

*SHRM Online*

June 25, 2019

**How to Conduct an International Internal Investigation**

*Littler Report*

June 20, 2019

**A Deeper Dive Into the GDPR – Part II**

*Global Payroll Magazine*

June 7, 2019

**A Deeper Dive Into the GDPR – Part I**

*Global Payroll Magazine*

May 6, 2019

**Is Your Global Code of Business Ethics Outdated?**

*SHRM Online*

March 6, 2019

**Should Multinational Employers Have a Global Handbook**

*SHRM Online*

February 15, 2019

**How to Create a Global Social Media Policy Part 4**

*HR Exchange Network*

December 10, 2018

**Expatriate Structures: Selecting the Best**

*HR Exchange Network*

November 30, 2018

**Should a Global Social Media Policy Account for Local Restrictions under Domestic American Labor Law?**

*HR Exchange Network*

October 23, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**A Deep Dive Into the General Data Protection Regulation**

*Global Payroll Magazine*

July 5, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**How a Multinational Employer Can Craft a Global Social Media Policy**

*Littler Report*

May 23, 2018

**How to Generate, File, Retain and Execute Electronic HR Documents While Complying with Employee Records Laws and Electronic Signature Protocols—Worldwide**

*Littler Report*

April 17, 2018

**How to Employ—and Payroll—a Telecommuter Working from Home Overseas**

*Littler Report*

February 27, 2018

**How Well Do Your Anti-Harassment Tools Work Overseas?**

*Littler ASAP*

December 7, 2017

**How to Know Which Jurisdiction's Employment Laws Reach Border-Crossing Staff: A Comprehensive Guide to International Choice-of-Employment-Law and -Forum**

*Littler Report*

November 27, 2017

**HR Policy Acknowledgements Overseas: A Whole Other World Out There**

*New York Law Journal*

November 3, 2017

**How to Structure Global Mobility Assignments, Expatriate Postings and Cross-Border Secondments**

*Littler Report*

October 12, 2017

**How to Craft an Employee Handbook Outside the United States or Whether to Issue One at All**

*Littler Report*

September 21, 2017

**How to Launch an Employee Compensation, Bonus or Benefits Plan Internationally**

*Littler Report*

August 28, 2017

**How to Launch an Employment Discrimination, Harassment, Diversity or Affirmative Action Initiative on a Global Scale**

*Littler Report*

August 14, 2017

**How to Make Global Employee Communications Comply with Overseas Translation Mandates**

*Littler Insight*

August 3, 2017

**Littler Adds Renowned Global Employment Lawyer**

*Littler Press Release*

August 3, 2017

## Speaking Engagements

**Best Practices for Conducting International Internal Investigations**

HR Acuity webinar

September 10, 2019

**The Legal, Business and Human Rights Landscapes of the Global Workplace**

Minneapolis, MN

September 26, 2018

**International Employment Law Roundtable**

New York, NY

June 26, 2018

**Three Weeks and Counting: Key Action Items for U.S. Multinational Employers Before Enforcement of the EU's New General Data Protection Regulation Begins**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Globalizing Diversity and Antidiscrimination Initiatives: Multinational Strategies for a Multicultural World**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Is Your Company Prepared for GDPR? Advanced Session**

New York, NY

March 29, 2018

**Is Your Company Prepared for GDPR? Beginner Session**

New York, NY  
March 28, 2018

**You're Fired! An Apples-to-Apples Comparison of the Employee Dismissal Process Across Key International Jurisdictions**

February 27, 2018

**How to Draft and Launch a Global Code of Conduct, Global Whistleblower Hotline, Global Employee Handbook or Global HR Policy: Headquarters Rules for International Workforces**

Clear Law Institute Webinar  
November 30, 2017

**Confronting Collective Labor Worldwide: How Multinational Headquarters Can Craft an Effective Global Labor Strategy that Accounts for Foreign "Trade Unions" and "Works Councils"**

PLI Webinar  
November 7, 2017

**Data Privacy in the EU: Status of the EU/US Privacy Shield and Preparing for the Advent of the EU's General Data Protection Regulation**

Association of Corporate Counsel (ACC) Webinar  
October 31, 2017

**Meeting The Next HR Data Protection Challenge: What Multinational Employers Must Do Before The EU's Upcoming General Data Protection Regulation (GDPR) Takes Effect**

September 28, 2017

**Tercera Conferencia Anual en Ciudad de México**

México City  
September 27, 2017

**Third Annual Conference in Mexico City**

México City  
September 27, 2017

**Tercera Conferencia Anual en Monterrey**

Nuevo León, C.P.  
September 26, 2017

**Third Annual Conference in Monterrey**

Nuevo León, C.P.  
September 26, 2017

**Maintaining HR Data Flows After the European Union's May 2018 General Data Protection Regulation**

Clear Law Institute webinar

September 18, 2017

**Employment Issues in Mergers and Acquisitions: Planning for Integration and Mitigating Risk**

Strafford Webinar

September 12, 2017