

Emily Linn

Associate

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Focus Areas

Discrimination and Harassment
Wage and Hour
Contractors, Staffing and Contingent Workers
Investigations
Workplace Violence Prevention and Crisis Response

Overview

Emily Linn assists employers with a variety of labor and employment law issues. She has experience representing clients in both administrative and litigation matters involving disputes brought under various federal and state laws, including Title VII of the Civil Rights Act (Title VII), the Fair Labor Standards Act (FLSA), the Texas Commission on Human Rights Act (TCHRA), and the Occupational Safety and Health Administration (OSHA).

Emily's practice also includes advising clients on various employment matters including discipline, separations and reductions in force, leave and accommodation issues under the ADA and FMLA, religious accommodation under Title VII, contingent worker and independent contractor classifications, federal and state child labor laws and workplace safety concerns. Emily has experience reviewing policies, handbooks, and providing management and employee training.

Emily also regularly conducts internal workplace investigations for higher education institutions and private employers related to allegations of employee misconduct, including discrimination, sexual harassment, and retaliation.

Prior to joining Littler, Emily was an attorney at a regional law firm in Austin, Texas, where she represented and counseled public entities on routine employment matters and government-specific issues, including immunity and responding to open record requests and subpoenas for client documentation.

While in law school, Emily was an authorities editor on the *Vanderbilt Journal of Transnational Law* and interned in the office of the general counsel of a federally owned electric utility corporation.

Professional and Community Affiliations

- Member, Austin Bar Association
- Member, Travis County Women Lawyers' Association

Education

J.D., Vanderbilt University Law School, 2018

B.A., University of Texas, Austin, 2014, *with honors*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Texas

Publications & Press

New Illinois Child Labor Law Brings Enhanced Workplace Rules for Minors Under 16

SHRM

September 10, 2024

New Illinois Child Labor Law Brings Enhanced Workplace Rules for Minors Under 16

Little Insight

August 19, 2024

Pro Bono Week Podcast – Seeking Justice for a Neurodiverse Individual on Death Row

Little Podcast

October 24, 2023

DOL Issues Guidance on the Child Labor “Hot Goods” Prohibition

Little Insight

October 12, 2023

DOL Issues Annual Report on Child Labor with Emphasis on Enforcement

Little Insight

October 5, 2023

Speaking Engagements

Contingent Workplace Risk Challenges

Risk Management and Compliance Workshop, Staffing Industry Analysts

October 17, 2024

Workplace Violence Issues

CenTex SHRM, Belton, TX

October 9, 2024

Child Labor in the United States and Beyond: A Legal, Moral, and PR Nightmare for Employers

October 2, 2024

Child Labor in the United States & Beyond: A Legal, Moral, & PR Nightmare for Employers

Little Executive Employer Conference, Phoenix, AZ

May 10, 2024

Spring into 2024: The Labor and Employment Law Updates Texas Employers Need To Know

March 28, 2024

Sexual Harassment in the Workplace

CenTexSHRM, Belton, TX

October 11, 2023

From the Provider Perspective: Updates on Contingent Workforce Laws

September 19, 2023

Little Austin's 2022 Holiday Season Lunch and Learn

Austin, TX

December 9, 2022