



## Emily T. Patajo

Shareholder

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### Focus Areas

Discrimination and Harassment  
Whistleblowing and Retaliation  
Wage and Hour  
Class Actions  
Alternative Dispute Resolution

### Overview

A seasoned litigator, Emily T. Patajo has successfully represented employers in high-value employment matters in state and federal courts, and in binding arbitration. She is routinely involved in the risk assessment and defense of matters involving claims of wrongful termination and unlawful discrimination, harassment, and retaliation in violation of the California Fair Employment and Housing Act. Her practice extends to advising on wage and hour and class action cases and representing employers in labor arbitrations.

Emily has argued employment matters before the California Court of Appeal. She has successfully obtained an appellate court opinion affirming an employer's motion for summary judgment on national origin and age discrimination causes under the Fair Employment and Housing Act. Notably, she successfully persuaded the Court of Appeal to reverse a trial court's order denying an employer's motion to compel binding arbitration, which resulted in a published opinion that informs on the interpretation of arbitration terms in employment agreements.

In addition to Emily's litigation practice, she addresses administrative matters, advising employers on charges and complaints pending before state agencies, including the California Department of Fair Employment and Housing and California Division of Labor Standards Enforcement. Moreover, her in-house experience guides her advisory practice. While at Littler, she was selected to serve on a secondment to a global biotech firm where she advised and consulted

on various management and human resources issues, including disciplinary actions, terminations, and workplace investigations.

Emily is co-chair of the firm's Career Advocacy Program (CAP) and a member of the Diversity and Inclusion Advisory Subcommittee. Before joining Littler, she was a litigation associate at a law firm in San Diego, where she handled employment, complex business, unfair competition and false advertising matters. After law school, she served as a judicial law clerk to the Hon. Louisa S. Porter of the U. S. District Court for the Southern District of California. During law school, she clerked for the California Attorney General's Office, was a teaching assistant, and a member of the *San Diego International Law Journal*.

## Professional and Community Affiliations

- Member, Philippine American Bar Association
- Member, National Asian Pacific American Bar Association, 2015 - present
- Former Volunteer Judge, Moot Court Competition, University of San Diego School of Law

## Recognition

- Named, Rising Star, Southern California, *Super Lawyers*, 2015-2017
- Order of the Barristers

## Education

J.D., University of San Diego School of Law, 2006

B.A., University of California, Los Angeles, 1999

## Bar Admissions

California

## Courts

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

U.S. District Court, Eastern District of California

## Languages

Tagalog

## Publications & Press

### **Littler Names New Co-Chairs for Award-Winning Career Advocacy Program**

*Littler Press Release*

September 29, 2020

### **The Wild West 2020: WPI's California Legislative Round-Up**

*Littler Podcast*

March 10, 2020

### **Annual Report on EEOC Developments – Fiscal Year 2016**

*Littler Report*

February 27, 2017

### **Annual Report on EEOC Developments – Fiscal Year 2015**

*Littler Report*

January 12, 2016

### **Littler Elevates 15 Attorneys to Shareholder**

*Littler Press Release*

January 4, 2016

### **Annual Report on EEOC Developments - Fiscal Year 2014**

*Littler Report*

January 5, 2015

### **Annual Report on EEOC Developments - Fiscal Year 2013**

*Littler Report*

January 22, 2014

### **Annual Report on EEOC Developments – Fiscal Year 2012**

*Littler Report*

January 8, 2013

## Speaking Engagements

### **A Littler Workplace Policy Institute Webinar: It's Shocktober in California Again! Our Annual California Legislative Employment Law Update**

October 6, 2020

**Beyond #MeToo**

NAPABA Convention, Panelist Plenary Session  
November 10, 2018

**Marijuana and Prescription Drug Issues in the Workplace**

BB&T  
November 7, 2018

**Title VII and EEOC Guidelines Training**

Client's Corporate Office  
September 6, 2018

**HR's Role in Combatting Harassment**

Namely  
August 7, 2018

**The 2018 Wage and Hour Update: Employers Must Brave the Thicket of Complex Laws**

Littler Executive Employer, Phoenix, AZ  
May 3, 2018

**High Times: Can Employers Say "No" to Legal Marijuana and What If They Don't?**

National Asian Pacific American Bar Association (NAPABA) Convention  
November 4, 2017

**EEO/Affirmative Action Law Training**

American Association of Affirmative Action, San Diego, CA  
December 9, 2013