

Eunju Park

Associate

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Focus Areas

Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Drugs and Alcohol
Policies, Procedures and Handbooks

Overview

Eunju Park advises employers in a broad range of employment and labor matters, including

- Employment-related contracts
- Disability and workplace accommodations
- Discrimination, harassment, and retaliation
- Family and Medical Leave and paid sick leave laws
- Employee handbooks and drug and alcohol testing policies
- Statistical disparate impact analysis
- Reductions in force, WARN Act, and employment separations

Eunju represents employers before the state and federal courts and administrative agencies in various employment matters. Eunju has participated in multiple jury trials and arbitrations since joining Littler, including second-chairing successful trials and arbitrations on discrimination and retaliation claims.

Eunju is a current protégé in Littler's Career Advocacy Program, a current member of Littler's Diversity & Inclusion Council, and a member of Littler's 2020 Associates Council.

During law school, Eunju interned for the Hon. Leo Sorokin of the U.S. District Court for the District of Massachusetts and worked in her law school's employment rights clinic. She also interned with the Department of Labor in Boston and

for a law firm in Seoul, South Korea. Additionally, she served as an article editor for the *International Law Journal* and participated in moot court competitions.

Before attending law school, Eunju worked as a human resources manager for a hotel, where she gained valuable practical experience in employment and labor law.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Cornell Hotel Society, Cornell University

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022
- Named, Ye Hosts Honorary Society, *Cornell University*

Education

J.D., Boston University School of Law, 2014

B.S., Cornell University, 2011, *With Distinction*

Bar Admissions

District of Columbia

Virginia

Maryland

Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, District of Columbia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. District Court, District of Maryland

Languages

Korean

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

D.C. Amends Emergency Paid Leave Amendments

Littler ASAP

June 8, 2020

Maryland Becomes the Latest State to Require Paid Sick and Safe Leave

Littler Insight

January 17, 2018

District of Columbia Enacts the Universal Paid Leave Act

Littler Insight

April 24, 2017

District of Columbia Passes Expansive Paid Leave Law

Littler Insight

December 22, 2016

EEOC Issues Enforcement Guidance on National Origin Discrimination

Littler ASAP

November 29, 2016

Marijuana Legalization Efforts Enjoy Success, Demonstrating Major Shift in Approach to Drug Regulation and Use

Littler Insight

November 9, 2016

Montgomery County, Maryland Sick and Safe Leave Law Amended to Permit Use for Birth, Adoption, Foster Care, and Bonding

Littler ASAP

November 7, 2016

EEOC Releases Proposed Enforcement Guidance On National Origin Discrimination For Public Comments

Littler ASAP

June 3, 2016

Key Legislation Emerging from the 2016 Maryland General Assembly Session and Local Ordinances to Remember

Littler ASAP

May 23, 2016

District of Columbia Employers Must Provide Transportation Benefit Programs by the New Year

Littler Insight

November 23, 2015

States Require Reasonable Accommodation of Pregnant Workers

SHRM Online

November 2, 2015

DC Bill Would Provide Most Generous Paid Leave Benefits in the Nation

Littler Insight

October 14, 2015

Successor Contractors: Employees May Be Eligible For FMLA Leave Sooner Than You Think

Bloomberg BNA Federal Contracts Report

August 14, 2015

District of Columbia Increases Inspections Following Wage Theft Law Implementation

Littler ASAP

April 17, 2015

The Heavy Burden of Light Duty: Young v. UPS

Littler Insight

March 31, 2015

Supreme Court Overturns the Fourth Circuit's Decision in Young v. UPS: Remands for Further Consideration

Littler ASAP

March 26, 2015

New Protections for Pregnant Employees Set to Take Effect in the District of Columbia

Littler Insight

February 27, 2015

Maryland Court Signals the State's Wage Payment and Collection Law is a "Strong" Public Policy and an Out-of-State Employer's Choice of Law Provision Will Not Likely Be Enforceable

Littler ASAP

February 17, 2015

Delayed Action on Accommodation May Create Liability for Constructive Discharge, Even for Joint Employers

Westlaw Journal Government Contract

February 2, 2015

DC's Amended Wage Theft Prevention Act Expands Employer Penalties and Imposes New Notice Requirements

Littler Insight

January 19, 2015

Speaking Engagements

Returning to “Business as Unusual” in the DMV

2020 Mid-Atlantic Virtual Employer

August 20, 2020

Marijuana Legalization and Workplace Safety

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

Hot Topics in Working Hard and Hardly Working: Paid Leave Laws, USDOL PAID Program, and Wage Payment and Collection Act Enforcement

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018