



Freda Tjoarman

Special Counsel

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Whistleblowing and Retaliation
Wage and Hour
Litigation and Trials

Overview

Freda Tjoarman has significant employment litigation experience at both the state and federal level, having worked in labor and employment litigation for her entire legal career. She has successfully arbitrated and tried cases to successful verdict as second chair.

Freda has defended employers in individual and multiplaintiff lawsuits regarding workplace discrimination, harassment (including all forms of sexual harassment), failure to accommodate, failure to engage in the interactive process, disability leave, retaliation, whistleblower, wrongful termination, PAGA, and wage and hour claims, as well as in matters brought before the Department of Fair Employment and Housing (DFEH) and Equal Employment Opportunity Commission (EEOC). She has helped numerous clients settle matters for a fraction of the claimant's demand and significantly below the settlement authority given by accurately assessing the facts and evaluating the settlement value of the case.

Freda also has experience litigating wage and hour class action claims, medical leave, parental leave, maternity/paternity leave, and pregnancy leave claims, claims under the Americans with Disabilities Act (ADA), the Fair Employment and Housing Act (FEHA), the Age Discrimination in Employment Act (ADEA), the False Claims Act (FCA), the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Title VII, and the Investigative Consumer Reporting Agencies Act (ICRAA) regarding employer background checks, and invasion of privacy and defamation claims.

Prior to joining Littler, Freda was a senior labor and employment associate at a national firm in its Los Angeles office. Freda has also helped employers draft employee handbooks, policies, procedures, employee and vendor agreements and contracts while she interned and worked in-house at mass media and entertainment companies, as well as a nonprofit organization focused on girls' education, children's literacy, and opening schools in Asia and Africa.

During law school, Freda served as the executive supervising editor of the *Hastings Constitutional Law Quarterly*.

Freda is fluent in Mandarin, conversational Cantonese, and basic Fukienese (Hokkien).

Recognition

- Named, Regents' and Chancellor's Scholar, *University of California, Berkeley*
- Recipient, Witkin and CALI Awards for Legal Writing and Research, *University of California, Hastings*

Education

J.D., University of California, Hastings College of the Law, 2012

M.S., University of London, 2009

B.A., University of California, Berkeley, 2006, *cum laude*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Languages

Mandarin