



Garrick Y. Chan

Associate

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Focus Areas

Background Checks
Litigation and Trials
Alternative Dispute Resolution

Overview

Garrick Y. Chan advises and represents employers and vendors in a broad range of employment law matters arising under federal and state laws. Garrick is a core member of the Littler team that handles background check matters. He works extensively with employers on compliance with the wide array of laws governing the use of background checks when making employment decisions. These laws include the federal Fair Credit Reporting Act (FCRA), state and local “ban the box” laws, state fair credit reporting acts, Title VII, and state and local antidiscrimination laws. Garrick likewise advises and represents consumer reporting agencies on compliance with, and in litigation arising from, these background check laws.

Prior to joining Littler, Garrick was an associate at an international law firm, where he defended global manufacturers and distributors in consumer actions. While in law school, Garrick clerked for the Hon. Holly J. Fujie at Los Angeles Superior Court, and he served as president of the Asian Pacific American Law Student Association.

Professional and Community Affiliations

- Member, Asian American Bar Association of the Greater Bay Area (AABA)

Recognition

- Named, Rising Star, Northern California, *Super Lawyers*, 2020-2021

Education

J.D., University of San Francisco School of Law, 2016

M.B.A., University of San Francisco, 2016

B.A., University of the Pacific, 2010, *cum laude*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Languages

Cantonese

Publications & Press

Bill Seeks to Alleviate the Slowdown of Criminal Background Checks in California

Littler ASAP

March 21, 2022

The Rest of the Story (for Now): Employer Prevails in FCRA Class Action Alleging “Stand-Alone” Disclosure Violation

Littler ASAP

September 27, 2021

Another Privacy Headache for California: Court of Appeal Ruling Will Slow Down Criminal Background Checks Throughout California

Littler Insight

September 7, 2021

Ninth Circuit Holds TCPA Prohibits Pre-Recorded Recruiting Calls to Cell Phones Without Prior Express Consent

Littler Insight

August 13, 2021

The Dust Hasn't Settled Yet: Employers Must Continue to Be Thoughtful About Criminal Record Screening Policies

Littler Insight

July 6, 2021