

Jessica T. Travers

Shareholder

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Focus Areas

Discrimination and Harassment

Wage and Hour

Whistleblowing and Retaliation

Class Actions

Leaves of Absence and Disability Accommodation

Overview

Jessica T. Travers has extensive experience counseling and advising employers on a wide range of cutting-edge workplace issues, including employment policies and procedures, internal investigations, accommodation requirements, leaves of absence, wage and hour compliance and remediation, employment-related agreements, terminations, discipline, disability access laws, and manager and employee training. Jessica works with employers of all sizes in an array of industries, including energy, hospitality, retail, e-commerce, technology, real estate, and transportation and logistics. Jessica is known for identifying and resolving potential areas of liability and exposure in a proactive but practical way.

Jessica has successfully defended clients in class action, multiplaintiff, and single plaintiff actions in federal and state courts and agencies, appellate courts, and arbitral forums. She has successfully enforced arbitration agreements, obtained denials of class certification, and has had conditionally certified collectives decertified. Jessica has experience handling legally complex and factually challenging cases. She has obtained awards of summary judgment in favor of employers in numerous cases, including:

- Claims for discrimination, harassment, and retaliation brought under Title VII, the Age Discrimination in Employment Act, and the Florida Civil Rights Act
- Claims brought under the Family Medical Leave Act and Americans with Disability Act
- Claim brought under the Equal Pay Act
- Claims brought under the Florida Whistleblower Act

- Claims brought under the Fair Labor Standards Act

Jessica has had numerous appellate court victories, including claims brought under Title VII, the Age Discrimination in Employment Act, and the Fair Labor Standards Act. She has also litigated whistleblower claims under Sarbanes-Oxley and AIR21 and handled investigations and enforcement actions with numerous other federal agencies, including the U.S. Department of Labor, OSHA, and the OFCCP.

Jessica is listed in *Chambers USA* and *Best Lawyers in America* in 2021.

Professional and Community Affiliations

- Member, Jacksonville Women’s Lawyers Association
- Member, Jacksonville Bar Association
- Board Member, Women’s Center of Jacksonville

Education

J.D., Tulane University Law School, 2005, *cum laude*

B.S., University of Florida, 2002

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Florida

Publications & Press

Shareholder Jessica Travers Returns to Littler's Orlando Office

Littler Press Release

April 27, 2021

Breaking Down the Ins and Outs of Service Animals

Jacksonville Business Journal

March 29, 2019

Is Eliminating Gratuities the Next Hospitality Trend?

Hotel News Now

January 17, 2017

Data Can Help Hotel Executives Manage Workforce

Hotel News Now

October 29, 2016

Zika Virus – Concerns for U.S. Employers and Protections for Employees

Littler Insight

August 5, 2016

The EEOC's Final Rules for Wellness Programs

Hotel News Now

July 18, 2016

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 2, 2014

Speaking Engagements

Ten Tips for Noncompetes in Florida

SHRM Jacksonville Annual Conference and Expo

April 11, 2019

Who Let The Dogs...In? Service, Therapy, and Support Animals

BOMA Jacksonville

March 19, 2019

#MeToo: The Intersection of HR and PR

North Florida Public Relations Society of America

May 8, 2018

The Employee Handbook: The Good, The Bad, And The Absolutely Critical

SHRM Jacksonville Annual Conference and Expo

April 13, 2018

Legalized Marijuana and the Future of the Drug-Free Workplace

2017 Annual Legal Update, SHRM Jacksonville, Jacksonville, FL

December 7, 2017

2017 Florida Employer Conference

Miami, FL

October 17, 2017

Legalized Marijuana and the Future of the Drug-Free Workplace

2017 HR Florida Conference & Expo, Orlando, FL

August 29, 2017

What Does a Trump Administration Mean for Employers?

Miami, FL

January 31, 2017

There's No Debate About It: Winning Practices for Conducting Lawful Investigations

Association of Corporate Counsel - South Florida Chapter, Fort Lauderdale, FL

September 30, 2016

A Guide to Lawfully Hiring the Best Applicants

SHRM Jacksonville, Jacksonville, FL

September 23, 2016

Five Key HR Issues for 2016 – From Reacting to Whistleblowing Allegations to Dealing with FMLA Abuse

2016 HR Florida Conference & Expo, Orlando, FL

August 29, 2016

Workplace Investigations: Social Media, Confidentiality & Attorney-Client Privilege

2016 HR Florida Conference & Expo, Orlando, FL

August 29, 2016

Meeting the Challenges: Leaves, Health Issues & Accommodations

2016 SHRM Jacksonville Annual Conference & Expo, Jacksonville, FL

April 29, 2016

Blame the New Workplace! Navigating HR Challenges Created by Workplace 3.0

2015 Conference & Expo - HR Florida, Orlando, FL

September 1, 2015

Boot Camp: Key Employment Law Issues for the Hospitality Industry

Miami, FL

April 9, 2015

ADA in Real Life: Reasonable Accommodation Considerations

2014 Conference & Expo - HR Florida, Orlando, FL

October 6, 2014

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Miami, FL

March 13, 2014

Recent Updates in Labor and Employment Law

Broward Society for Human Resource Professionals

Summer 2009

Top Ten Tips for New Associates

Seminar for 2008 and 2009 participants in the ABA Judicial Internship Opportunity Program

2008 & 2009