



## **José Dávila-Caballero**

Special Counsel

221 Ponce de León Ave.  
15th Floor  
San Juan 00917-3128 Puerto Rico  
main: (787) 765-4646  
direct: (787) 765-4646  
fax: (787) 765-4611  
jdavila@littler.com



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### **Focus Areas**

Legislative and Regulatory Practice  
Discrimination and Harassment  
ERISA and Benefit Plan Litigation

### **Overview**

José Dávila-Caballero actively litigates all matters regarding employment law.

During his tenure at Schuster LLC, José left the firm for a few years to serve as an advisor to the former speaker of the Puerto Rico House of Representatives. During this period, he extensively worked in the process of drafting and revising hundreds of bills approved by the legislature and signed into law.

José is an adjunct professor at the University of Puerto Rico Law School, where he teaches discrimination, employment and constitutional law courses. At Harvard Law School, he focused his master's studies in employment law and advanced constitutional law. During law school, he was a member of and wrote several employment law articles published in the law review.

### **Education**

LL.M., Harvard Law School, 1998  
J.D., University of Puerto Rico School of Law, 1995  
B.A., Universidad Interamericana De Puerto Rico, 1992

### **Bar Admissions**

Puerto Rico

## Courts

U.S. Court of Appeals, 1st Circuit  
Supreme Court of Puerto Rico

## Languages

Spanish  
English

## Publications & Press

### **Little Global Guide - Puerto Rico - Q2 2019**

*Little Global Guide Quarterly*  
July 17, 2019

### **Puerto Rico DOL Issues Guidance on Law Prohibiting Sexual Orientation and Gender Identity Discrimination**

*Little ASAP*  
June 14, 2019

### **Puerto Rico Adopts Local Equal Pay Act**

*Little ASAP*  
March 9, 2017

### **Puerto Rico Approves Major Reform of its Employment Laws**

*Little ASAP*  
January 26, 2017

### **Sexual Orientation and Same-Sex Harassment after *Oncale v. Sundowner***

*69 Rev. Jur. U.P.R. 317*  
2000

## Speaking Engagements

### **2023 Puerto Rico Employer Conference**

San Juan, PR  
April 27, 2023

### **2021 Puerto Rico Virtual Regional Employer Conference**

San Juan, PR  
November 16, 2021

**2019 Puerto Rico Conference**

San Juan, PR  
April 12, 2019

**2018 Littler Puerto Rico Conference**

San Juan, PR  
April 19, 2018

**2017 Littler Global Puerto Rico Conference**

San Juan, PR  
April 7, 2017

**Puerto Rico Labor Reform 2017 in a Nutshell**

February 24, 2017

**Puerto Rico Labor Reform 2017: What You Need to Know**

San Juan, PR  
February 16, 2017

**Littler Global Puerto Rico Conference**

San Juan, PR  
August 20, 2015