

## Joshua Hammond

Associate

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## Focus Areas

Unfair Competition and Trade Secrets  
Litigation and Trials  
Arbitration  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Leaves of Absence and Disability Accommodation  
Labor Management Relations

## Overview

Joshua Hammond advises and represents employers in all areas of labor and employment law. He focuses his practice on post-employment restrictive covenants, unfair competition, trade secrets, traditional labor law, and defending employers of all sizes against federal and state harassment, discrimination, and retaliation-related employment litigation.

Josh has handled a broad array of employment-related cases, including those involving:

- Wrongful discharge
- Disparate treatment
- Retaliation
- Whistleblower matters
- Hostile work environments
- Failure to accommodate
- Defamation
- Wage payments
- Restrictive covenants
- Implied contracts and quantum meruit

- The Employee Retirement Income Security Act
- Labor Management Relations Act

Josh is also experienced at handling traditional labor law matters for national clients, including:

- Union organizing drives and National Labor Relations Board elections and hearings
- Unfair labor practice charges
- Voluntary Recognition

Josh has tried and won cases going to bench trial and arbitration hearing, including a complex six-day employment arbitration hearing that culminated in Josh successfully arguing for a full dismissal following the close of cases-in-chief.

Prior to joining Littler, Josh was a corporate attorney at a private healthcare counseling company. He was responsible for negotiating service contracts, drafting back-to-work policies and initiatives, and providing advice on compliance with local, state, and federal pandemic-related guidelines for essential healthcare personnel.

During law school, Josh competed in prestigious national competitions as part of the University of Denver's Mediation and Negotiation Team and International Commercial Arbitration Team. He was also a law clerk at a nationally recognized personal injury law firm in the Rocky Mountain region. Following law school, Josh served as a judicial fellow to the Hon. Chief Judge Michael Martinez and as a judicial law clerk to the Hon. Morris Hoffman of Colorado's 2nd Judicial District, where he clerked civil and criminal matters.

Previously, Josh was a member of the United States National Fencing Team and received First-Team All-America honors at the U.S. Collegiate Squad Championships. He obtained an M.S. in Sports Management from Columbia University where he focused his scholarship on collective bargaining, union grievances, and strikes and lockouts. Josh previously interned at the National Basketball Association.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment Section, New Jersey Bar Association
- Member, Colorado Bar Association
- Member, Denver Bar Association
- Member, Sports Lawyers Association

## Education

J.D., Sturm College of Law at the University of Denver, 2018

M.S., Columbia University, 2015

B.A., University of Pennsylvania, 2014

## Bar Admissions

New Jersey

Colorado

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, District of New Jersey

U.S. District Court, District of Colorado

## Publications & Press

**Delaware Supreme Court Upholds Forfeiture for Competition Provisions, Holding Departed Partners Bargained Away Their Right to Have Their Cake and Eat It, Too**

*Littler ASAP*

February 6, 2024

**Salvaging the United Nations REDD Program Against the Backdrop of Human Rights Violations**

*Denver Journal of International Law and Policy*

2017

**New York is a Fighting State; Or Is It?**

*Hammond, Benscher, Chow, Johnson, Muller, and Plotkin, Sports Litigation Alert*

2015

## Speaking Engagements

**Examining Alternative Dispute Resolution in the NFL: Analyzing Policy Design, Procedural Framework, and Disciplinary Enforcement in the Context of Sexual Assault and Domestic Violence Allegations**

Colorado Bar Association Alternative Dispute Resolution Conference, Denver, CO

November 2018

**GMG: Evaluating the Global Shift in Retailing**

National Basketball Association, New York, NY

August 2013