

## Julia Viohl

Partner

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## Focus Areas

Hiring, Performance Management and Termination  
Investigations  
Litigation and Trials  
Discrimination and Harassment  
Policies, Procedures and Handbooks  
Global Mobility and Immigration

## Overview

Julia Viohl advises national and international clients on all aspects of employment law. In addition to ongoing legal advice for companies in their day-to-day HR operations, Julia represents her clients both in out-of-court negotiations and in judicial proceedings, also with group, company and local works councils. Her primary areas of practice cover the drafting of contracts, termination processes (including internal investigations as well as representation in court up to the Federal Labor Court), legal support for restructuring as well as immigration law.

Before joining vangard, Julia worked for a number of years for an international law firm. She was admitted to the bar in 2011 and is a specialized lawyer (Fachanwalt) for employment law. She regularly publishes articles and gives lectures on various employment law topics.

## Professional and Community Affiliations

- Member, Employment Law Working Group, German Bar Association, 2011

## Recognition

- Named, The Best Lawyers in Germany©, Employment Law, *Best Lawyers*, 2020

## Education

Law Degree, Humboldt University of Berlin, 2008

## Bar Admissions

Germany

## Languages

German

English

## Publications & Press

### **Handling Harassment Allegations in Europe: Critical Do's and Don'ts**

*Littler Podcast*

September 9, 2019

### **New Statutory Instrument Relaxes the Employer's Obligation to Record Working Time (Minimum Wage Act)**

*vanguard Blog*

January 2015

### **Caution! New Obligations for Employers to Record Working Hours for Mini Job**

*vanguard Blog*

November 2014