

Lisa Coleman

Senior Associate

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Litigation and Trials
Policies, Procedures and Handbooks
Retail

Overview

Lisa Coleman has significant experience in defending high value and complex litigation, particularly in leading on strategic decisions on long-running disputes. She has particular knowledge and interest in discrimination, sexual harassment and whistleblowing cases, often where claimants are seeking multiple millions of pounds in remedy, as well as experience in High Court proceedings for breach of contract. She is particularly interested in discrimination claims and regularly supports clients with difficult employee grievances, disciplinarys, redundancies and employee exits.

She also focuses in advising on data protection issues and has experience in managing and responding to data subject access requests and helping employers comply with their data protection obligations. Additionally, she has provided various training sessions to clients on this topic and has developed guides and step-plans to support employers with compliance.

Lisa regularly provides support on day-to-day matters such as advising on the enforceability of restrictive covenants, carrying out employment contract and handbook audits and coordinating the roll out of global contracts. Additionally, Lisa seeks out opportunities to deliver training to clients on new and key areas of employment law.

Lisa has been recognised as a future global employment leader in International Employment Lawyer's 2024 Tomorrow's Leaders survey; a list of 40 rising stars from across five continents. She discussed her thoughts on some of the most

significant labour and employment law risks facing organisations across the globe, including a progressive workplace policy all employers should consider implementing and how employers can create safer, more inclusive workplaces.

Lisa also plays a key role in the firm's CSR efforts and holds the relationship with the London Legal Support Trust and encourages the team to get involved in charitable initiatives such as the London Legal Walk, Great Legal Bake Off and annual pub quiz. She also regularly volunteers at the Bethnal Green Pro Bono Clinic.

Clients in the Legal 500 (2024) say: "Paul Quain, Lisa Coleman and Philip Cameron have been invaluable and trusted partners for us. Their proactive approach in handling complex, often litigious and always significant matters, has been impressive. Their first-class communication has ensured that we are always confident in their advice. However, above all, their technical expertise has proven essential in resolving countless challenging situations."

Lisa joined GQ|Littler in 2017 as an Associate, following the completion of her training contract at 'Magic Circle' firm Freshfields Bruckhaus Deringer LLP.

Professional and Community Affiliations

- Member, Employment Lawyers Association

Recognition

- Named, Tomorrow's Leaders, *International Employment Lawyer*, 2024
- Named, Recommended Lawyer, *Legal 500*, 2021

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

EHRC race discrimination fund supported 27 cases in 2022/23

Personnel Today

October 9, 2024

UK Tribunal Overturns Dismissal for Prank at Work: A Win for Workplace Banter?

Littler ASAP

March 29, 2024

Littler Global Guide - United Kingdom - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

UK Government Provides Details on Non-Compete Three-Month Limit

Littler ASAP

May 23, 2023

UK Follows US FTC Proposal and Issues its Own Non-compete Proposals

Littler ASAP

May 10, 2023

Will Europe Follow the Proposed U.S. Ban on Non-competes?

Littler Insight

May 2, 2023

Know the boundaries | The 'banter' excuse just keeps popping up in employment tribunals

HR Grapevine

April 28, 2023

People are going to employment tribunals over 'banter'

Metro

April 23, 2023

UK Employment Appeals Tribunal Upholds Dismissal of Employee who Refused to Work for COVID-related Safety Reasons

Littler ASAP

July 6, 2022

Office Banter Related Cases Rise in UK Employment Tribunal

Bloomberg

May 4, 2022

Workplace 'banter' is becoming increasingly problematic

Fortune

May 4, 2022

UK: Automatically Unfair COVID Dismissals

Littler Insight

January 27, 2022

UK: Mandatory vaccines for the workplace – worth a shot?

Littler Insight

April 1, 2021

UK: Forcing employees to get a vaccine – worth a shot?

Littler ASAP

December 18, 2020

UK: How to Handle Tricky Categories of Employees When Returning to Work

Littler Insight

August 12, 2020

UK: What constitutes a protected philosophical belief?

Littler Insight

February 10, 2020

Littler Global Guide - European Union - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Littler Global Guide - United Kingdom - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

UK: Court Upholds Dismissal Based on Workplace Proselytizing

SHRM Online

September 23, 2019

GDPR Certification Is Coming to the UK...

Littler ASAP

August 5, 2019

Littler Global Guide - United Kingdom - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

UK Court Upholds Dismissal Based on Religious Employee's Workplace Proselytising

Littler Insight

June 14, 2019

UK: Employers Can Discipline Workers Before a Criminal Investigation Ends

Littler ASAP

May 14, 2019

Littler Global Guide - United Kingdom - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

UK Plaintiff – a White, Straight Man Not Selected for a Job – Prevails in Discrimination Claim

Littler ASAP

April 8, 2019

UK: From Alcoholism to Exhibitionism—When the Law Says a Condition is Not a Disability

Littler ASAP

February 12, 2019

Littler Global Guide - United Kingdom - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

Littler Global Guide - United Kingdom - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

UK Adopts New Trade Secret Regulations: Are Your Trade Secrets Protected?

Littler Insight

August 6, 2018

UK Supreme Court Finds Leaks in Pimlico's Independent Contractor Model

Littler Insight

July 26, 2018

Littler Global Guide - United Kingdom - Q2 2018

Littler Global Guide Quarterly

July 20, 2018

Littler Global Guide - European Union - Q2 2018

Littler Global Guide Quarterly

July 20, 2018