



Marissa L. Dragoo

Principal

500 Capitol Mall
Suite 2000
Sacramento, CA 95814
main: (916) 830-7200
direct: (916) 830-7245
fax: (916) 561-0828
mdragoo@littler.com



Focus Areas

Training - Compliance, Ethics, Leadership
Corporate Compliance and Ethics
Investigations
Discrimination and Harassment
International Employment Law
Littler Learning Group
Diversity & Inclusion Training and Consulting
Littler Knowledge Management
Workplace Training

Overview

With a keen awareness of the opportunities and challenges posed in multilingual and multicultural workforces, and direct experience in helping clients resolve the same, Marissa Dragoo focuses her legal career on developing and facilitating training and learning tools to strengthen leadership and increase engagement for employers of all sizes. Her extensive background in handling a variety of employment issues including harassment, discrimination, wrongful termination, class actions, and wage and hour disputes has allowed her to develop a keen eye for potential problem areas in the workplace.

Marissa regularly partners with clients to ensure training products and services meet each client's unique needs and incorporate the firm's best legal practices and cutting-edge learning techniques. Together with the Littler Learning Group, Marissa has co-developed an award winning anti-harassment suite of courses with Kantola Training Solutions to meet clients eLearning needs in anti-harassment space. She has conducted training and employment counseling for thousands of executives, decision-makers, human resource professionals and employees throughout the United States and across the globe. In addition to creating turnkey training solutions, Marissa has assisted a variety of clients with the following:

- Co-developing customized solutions with HR teams and in-house employment counsel to meet specific organizational needs
- Conducting live in-person and web-based “train-the-trainer” sessions for HR teams and training facilitators
- Conducting live in-person and web-based anti-harassment training sessions in Spanish and English
- Strategic planning with in-house legal counsel and HR teams for customized training implementation, including hybrid eLearning and live training
- Co-developed customized video vignettes for specific client target audience in English and Spanish
- Develop client-specific, turn-key educational materials that allow companies to self-drive their internal anti-harassment and related employment law programs

Marissa distinguishes herself from many of her peers through her ability to handle employment training and compliance matters involving a multilingual and multicultural workforce. Born in Mexico, and as a native Spanish-speaker, she is able to appreciate the cultural differences and nuances inherent when communicating with Spanish-speaking employees. This advantage enables her to successfully train multicultural workforces and raise awareness of common and costly legal pitfalls for her employer clients.

Prior to turning her focus on training and preventative solutions, Marissa was a successful litigator with extensive experience representing clients in federal and state courts and in administrative settings. Her notable successes include obtaining an all defense verdict on behalf of a Fortune 20 company in a jury trial involving sexual harassment claims and obtaining an all-defense verdict on behalf of a San Diego hotelier in a trial involving improper employee classification issues. Additionally, Marissa previously represented clients in administrative hearings, court appearances, and depositions.

Marissa is a member of the Littler Learning Group (LLG) the firm’s training division. She is also a member of the firm’s Labor-Latin America and Spanish Services groups.

Professional and Community Affiliations

- Member, Board of Directors, New Lawyer's Division, San Diego County Bar Association, 2011 and 2012
- Member, Board of Directors, San Diego La Raza Lawyers Association, 2009-2012
- Member, Board of Directors, Scholarship Fund, San Diego La Raza Lawyers Association, 2010
- Member, Board of Directors, MANA de San Diego, 2009-2012
- Director, Board of Directors, Hermanitas® Program, MANA de San Diego, 2009 and 2010
- Member, Latinas in the Law, 2007-present
- Member, Lawyers Club of San Diego, 2007-present

Recognition

- Named, Rising Star, San Diego, *Super Lawyers*, 2015-2016
- Recipient, Top 40 Under 40 Award, *San Diego Metropolitan Magazine*, 2010

- Honoree, Top Young Attorney, *San Diego Daily Transcript*, 2010
- Honoree, Imperial Counsel Hispanic Heritage Month, 2009, *Girl Scouts San Diego*

Education

J.D., University of California, Davis School of Law, 2006

B.A., University of California, San Diego, 2003

Bar Admissions

California

Courts

U.S. District Court, Southern District of California

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

Languages

Spanish

Publications & Press

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

California's Continued Reaction to #MeToo Two Years Later – the Good, the Bad, and the Ugly

Littler Podcast

December 3, 2019

California Pushes Back Start Date for Small Business Anti-Harassment Training Requirement

Littler ASAP

September 3, 2019

#MeToo Training 2.0: California Promotes Bystander Intervention Training

Littler Podcast

March 13, 2019

Time to Reset Your Anti-Harassment Training Schedule for Supervisory Employees in California

Littler ASAP

January 17, 2019

We Have to Provide California Anti-Harassment Training Again?

Littler Podcast

January 17, 2019

“Charting” a Course for the New Year: A Summary of California’s Expanded Employer Training Duties

Littler Insight

January 3, 2019

Delaware Mandates Sexual-Harassment Training

SHRM Online

September 12, 2018

Delaware Adopts Law Expanding Sexual Harassment Protections and Requiring Employee Training

Littler ASAP

August 30, 2018

Effective Sexual Harassment Training in the #MeToo Era

Littler Podcast

June 12, 2018

What's All the Fuss About? An Overview of Fair Scheduling Requirements, and a Few Tips for Staying on Top of Them All

Littler Podcast

October 4, 2017

California Employers Beware: Your Employee May Be A “Private Attorney General”

Littler Podcast

February 1, 2017

California’s New “Two-Tier” Minimum Wage

Littler Podcast

January 5, 2017

The Continuing Expansion of Sexual Harassment Training Requirements in California

Littler Insight

November 11, 2016

California's New Fair Pay Act: Employer's Compliance Action Plan

Littler Podcast

October 17, 2016

Wage and Hour Self-Audit: Five Steps Toward California Compliance

Littler Podcast

September 1, 2016

Taking Workplace Training to the Next Level: EEOC Task Force Recommends Live, Interactive Harassment Prevention Training

Littler Insight

June 29, 2016

California's Recreational Marijuana Initiative

Littler Podcast

June 27, 2016

7 Strategies for Keeping Employees Happy at Work

SHRM Online

April 26, 2016

Don't be Fooled: Significant New Anti-Discrimination and Harassment Policy Requirements Start April 1 for California Employers

Littler Insight

March 4, 2016

Time to Stand Up To Workplace Bullies

Human Resource Executive Online

December 8, 2014

Building an Effective 'Speak-Up' Culture

Human Resource Executive Online

September 11, 2014

EEOC Regulations Implement the Genetic Information Nondiscrimination Act

TortSource

Spring 2011

Speaking Engagements

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

November 19, 2020

Anti-Harassment Compliance Training for 2020 and Beyond

September 30, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

September 17, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

June 18, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

March 19, 2020

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

November 14, 2019

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

September 19, 2019

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

June 20, 2019

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

March 21, 2019

A Supervisor's Guide to Preventing Workplace Harassment (California and National)

November 15, 2018

A Supervisor's Guide to Preventing Workplace Harassment (California and National)

September 20, 2018

A Supervisor's Guide to Preventing Workplace Harassment (California and National)

June 21, 2018

From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training Protocol

Littler Executive Employer, Phoenix, AZ

May 4, 2018

A Supervisor's Guide to Preventing Workplace Harassment (California and National)

March 15, 2018

Preventing Workplace Harassment (California and National)

December 14, 2017

Preventing Workplace Harassment (California and National)

November 16, 2017

Preventing Workplace Harassment (California and National)

October 19, 2017

Preventing Workplace Harassment (California and National)

August 17, 2017

Preventing Workplace Harassment (California and National)

May 18, 2017

Preventing Workplace Harassment (California and National)

February 16, 2017

Monthly Webinar: Preventing Workplace Harassment (California and National)

December 15, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

November 17, 2016

Fall 2016 - NorCal Breakfast Briefing - Redding

Sacramento, CA

October 28, 2016

Fall 2016 - NorCal Breakfast Briefing - Modesto

Sacramento, CA

October 27, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

October 20, 2016

Fall 2016 - NorCal Breakfast Briefing - Chico

Sacramento, CA

October 20, 2016

Fall 2016 - NorCal Breakfast Briefing - Sacramento

Sacramento, CA
October 7, 2016

Fall 2016 - NorCal Breakfast Briefing - Stockton

Sacramento, CA
September 29, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

September 15, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

August 18, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

July 21, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

June 16, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

May 19, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

April 21, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

March 17, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

February 18, 2016

Monthly Webinar: Preventing Workplace Harassment (California and National)

January 21, 2016

Staying Ahead of the Litigation Wave with Effective Employee Handbooks

XpertHR
October 28, 2015

Books & Book Chapters

- Training Really Is the Law: The Rise of Mandatory Training, *The National Employer*, *LexisNexis*, contributing chapter author, Chapter 15, 2014-2015