



## 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



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### Focus Areas

Training - Compliance, Ethics, Leadership  
Corporate Compliance and Ethics  
Investigations  
Discrimination and Harassment  
International Employment Law  
Littler Learning Group  
Inclusion, Equity and Diversity  
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 1:1 executive coaching sessions with leadership team members
- 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-developing customized video vignettes for specific client target audience in English and Spanish
- Developing 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. Marissa is dedicated to continually building her skills and broadening her horizons. She recently completed the Executive Coaching Program at the Berkeley Executive Coaching Institute. During her undergraduate education, she participated in a Summer Study program at the University of Cambridge, England.

## 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

### **Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

### **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

**We Have to Provide California Anti-Harassment Training Again?**

*Littler Podcast*

January 17, 2019

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

*Littler ASAP*

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

**The Continuing Expansion of Sexual Harassment Training Requirements in California**

*Littler Insight*

November 11, 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