



## Michelle Gomez

Shareholder  
Senior Director, Engagement &  
Development

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## Focus Areas

Inclusion, Equity and Diversity  
Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Whistleblowing, Compliance and Investigations  
Litigation and Trials

## Overview

Michelle Gomez creates and oversees Littler’s firmwide onboarding and integration programs for all newly hired talent, as well as for individuals moving positions within the firm. She manages all aspects from the first interview through the initial 18 months of employment, serving as a talent liaison to introduce new hires across the firm, and assisting in individual onboarding and integration plans. Michelle additionally oversees the firm’s internal trainings, including the orientation training called Littler Academy, level-specific training, skills-based training, leadership training, and practice group-specific training. In her role, Michelle also liaises with the firm’s offices, providing engagement ideas and also overseeing coaching needs, and oversees events such as the Global Wellness Challenge. Michelle also works very closely with the Chief IED Officer to ensure that the firm’s inclusion, equity, and diversity commitments are reflected throughout Littler’s talent lifecycle.

In addition, Michelle continues to represent and advise employers on a wide variety of employment matters, including claims based on age, race, color, national origin, and sexual discrimination, harassment, and retaliation. She has defended clients in employment-related disputes before federal and state courts, the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, and the Montana Human Rights Bureau. Michelle’s recent trial

experience includes two federal court jury trials, a federal court bench trial, a state court jury trial, and numerous arbitrations in Colorado and Montana, all of which concluded favorably for Littler’s clients.

Michelle is a member of the Women’s Leadership Initiative (WLI) Steering Committee, co-chair of Littler’s Career Advocacy Program, and a member of the Reunion affinity group for Littler’s Latinx attorneys.

Prior to joining Littler, she practiced commercial litigation in New York City, Denver, Colorado, and Albuquerque, New Mexico.

## Professional and Community Affiliations

- Participant, Colorado General Counsel Group Advisory Program
- Mentor, City Year
- Volunteer, The Denver Hospice
- Mentor, Colorado Attorney Mentoring Program

## Recognition

- Named, Top Lawyer, *5280 Magazine*, 2021

## Education

J.D., University of Michigan Law School, 2008, *cum laude*

B.A., Rice University, 2002, *cum laude*

## Bar Admissions

Colorado

New York

New Mexico

Montana

## Courts

U.S. District Court, District of Colorado

U.S. District Court, District of Montana

## Publications & Press

**How Law Firms Can Counteract The Loneliness Epidemic**

*Law360*

March 4, 2025

**Littler Appoints New Co-Chairs for Critical IE&D Mentorship and Sponsorship Programs**

*Littler Press Release*

January 31, 2023

**Littler Names Shareholder Michelle Gomez as Senior Director of Onboarding & Integration**

*Littler Press Release*

October 10, 2022

**Littler Helps Diverse Attys Find Mentors With SOAR**

*Law360 Pulse*

May 11, 2022

**Littler's SOAR Program Takes Off**

*Littler Press Release*

April 12, 2022

**What issues should be considered when determining whether the "right to control" factor will weigh in favor of an independent contractor determination?**

*Littler 2 the Point Video*

March 22, 2022

**Montana Makes Significant Changes to State Employment Laws**

*SHRM Online*

June 1, 2021

**Montana Legalizes Marijuana for Recreational Use and Will Protect Lawful Off-Work Use**

*Littler ASAP*

May 25, 2021

**Montana Makes Significant Changes to State Employment Laws**

*Littler Insight*

May 14, 2021

**Bill Proposes Sweeping Expansion of Colorado Anti-Discrimination Statute**

*Littler ASAP*

March 15, 2021

**How I Made Partner: Littler Mendelson's Michelle Lynn DiCuollo**

*Law.com*

May 1, 2020

**Labor and Employment Issues Facing the Healthcare Industry**

*Little Report*

July 11, 2019

**Annual Report on EEOC Developments – Fiscal Year 2018**

*Little Report*

January 28, 2019

**Little Elevates 28 Attorneys**

*Little Press Release*

January 2, 2019

**Fifth Circuit Opines on when Claims may be Properly Maintained under ERISA § 502(a)(1)(B) Versus § 502(a)(3)**

*Little Insight*

November 8, 2018

**Seventh Circuit Opines on "Reasonable Factor Other Than Age" Defense to ADEA Claim Stemming from Benefit Plan Elimination**

*Little Insight*

September 26, 2018

**Annual Report on EEOC Developments — Fiscal Year 2017**

*Little Report*

February 27, 2018

**The Montana Supreme Court Issues a Favorable Opinion for Employers of Seasonal Employees in “For Good Cause” State**

*Little Insight*

December 1, 2017

**Annual Report on EEOC Developments – Fiscal Year 2016**

*Little Report*

February 27, 2017

**Courts Differ on Subpoena Power of Arbitrators Over Non-Parties**

*New York Law Journal*

March 25, 2009

## Speaking Engagements

### **2024 Rocky Mountain Regional Employer Conference**

Denver, CO

October 18, 2024

### **How Employers Can Best Protect Themselves in Montana**

September 11, 2024

### **2023 Rocky Mountain Regional Employer Conference**

Denver, CO

October 27, 2023

### **Federal and State Employment Law Highlights**

Senior Women's Corporate Counsel

November 5, 2022

### **Game Changers: Top Compliance and Litigation Plays to Protect Your Company in 2022**

Rocky Mountain Employer Conference

October 27, 2022

### **Navigating Disability and Accommodation Issues in a Pandemic/Post-Pandemic Era and Other Related Issues**

Panelist, ACC Mountain West Webinar

October 12, 2022

### **2022 Employment Law Update – Montana Edition**

June 8, 2022

### **2021 Rocky Mountain Virtual Regional Employer Conference**

Denver, CO

October 6, 2021

### **Navigating Montana's Laws Regarding Vaccination Status and Discrimination and WDEA Claims**

October 5, 2021

### **COVID-19: Its Impact on Employment Litigation, How Best to Prepare Your Company, and What the Future of Litigation May Hold**

Denver, CO

August 4, 2021

**Opening in Montana: Navigating Employment Issues in the Wild West**

June 1, 2021

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**Navigating Novel Employment Issues: What You Need To Know In 2020**

General Counsel Conference

September 16, 2020

**Insights From Colorado: The Post-COVID-19 Workplace: Session 1: Litigation in the Post-COVID-19 World**

Littler Webinar

May 28, 2020

**From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training and Investigation Protocols**

Rocky Mountain Employer Conference

September 21, 2018

**How to Handle Political and Social Commentary - Off Duty and On Duty - in the Current Climate**

2017 Littler Rocky Mountain Employer Conference

October 3, 2017

**Age Discrimination: Best Claims/Defenses**

2015 National CLE Conference

January 2015

**The Limits of Work Time: What is Compensable Time?**

Rocky Mountain Employer Conference

September 21, 2016

**Blurred Lines in the Workplace: Drawing the Lines Between Work and Your Personal Life**

October 7, 2015