



Molly M. Shah

Of Counsel

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Focus Areas

Background Checks
Discrimination and Harassment
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Policies, Procedures and Handbooks

Overview

Molly Shah focuses her practice on employment law and employment discrimination litigation. She represents management in the full range of issues related to the employment relationship, including the litigation of class and collective action matters and claims involving:

- Discrimination and harassment suits on the basis of age, race, national origin, gender and disability
- Hiring practices including the use of background checks
- Leave issues
- Non-competition and non-solicitation agreements
- Retaliation claims

Molly is well-versed in matters that arise under Title VII, the Family and Medical Leave Act, the Americans with Disabilities Act Amendments Act, the Fair Credit Reporting Act, and various North Carolina state employment-related laws. She appears in state and federal courts and has handled administrative charges before numerous state and federal administrative agencies.

Additionally, Molly advises employers on a wide variety of employment issues, including strategies for minimizing potential litigation on a range of human resources issues and overall best employment management practices, including employment policies, employee discipline, investigations, handbooks, contracts, and agreements. She also develops

training programs for various audiences on such issues as wage and hour, hiring, privacy, and Equal Employment Opportunities (EEO), and drafting employee policies and handbooks.

Most frequently, Molly works with the following types of clients:

- Retailers
- Healthcare companies
- Construction companies
- Distribution companies
- Insurance companies
- Staffing companies
- Energy providers
- Waste haulers
- Manufacturers
- Food services
- Cable and satellite providers

Prior to working at Littler Mendelson, Molly was an associate at another firm where she practiced exclusively labor and employment law.

Professional and Community Affiliations

- Member, North Carolina Bar Association
- Member, Human Resources, Certifications & Professional Development Advisory Committee, Central Piedmont Community College
- Member, North Carolina Association of Women Attorneys
- Member, Charlotte Women's Bar
- Member, Mecklenburg County Bar

Recognition

- Named, Legal Elite in Employment Law, *Business North Carolina*, 2015
- Named, Rising Star, North Carolina, *Super Lawyers*, 2014 and 2015

Education

J.D., University of Virginia School of Law, 2007

B.A., Wake Forest University, 2001, *cum laude*

Bar Admissions

North Carolina

Courts

U.S. Court of Appeals, 4th Circuit
U.S. District Court, Eastern District of North Carolina
U.S. District Court, Middle District of North Carolina
U.S. District Court, Central District of California

Publications & Press

Columbia, South Carolina Limits Inquiries About Applicants' Criminal and Salary Histories

Littler Insight

October 3, 2019

Fifth Circuit Deals a Blow to EEOC's Criminal Record Guidance

Littler ASAP

August 6, 2019

EEOC's Background Check Guidance Suffers Loss in Texas Federal Court

Littler ASAP

February 5, 2018

Ringling in 2018 with New Ban-The-Box Laws

Littler Insight

January 8, 2018

Federal District Court Holds Employer to its Promise in FCRA "Pre-Adverse Action" Notice

Littler Insight

June 30, 2017

Federal Court Limits Employer's Right to Discover Information About the EEOC's Own Hiring Policies and Expands the EEOC's Rights on Discoverability

Littler Insight

May 13, 2015

Tips For Spring Cleaning Your Employment Policies And Practices

The Retailer

April 2015

Federal Court Grants Class Certification in Title VII Disparate Impact Suit Over Alleged Discriminatory Criminal Records Screening Policy

Littler Insight

July 7, 2014

Speaking Engagements

Help Wanted: How Artificial Intelligence and Technology Are Changing Talent Acquisition Compliance in the Airline Industry

Regional Airline Association, Charlotte, NC

June 18, 2019

Employment Law Basics for New and Emerging Businesses

Charlotte, NC

June 4, 2019

Top 10 Employment Law Tips for a Successful 2019

Charlotte, NC

February 7, 2019

Digging into Background Checks: Advanced Issues Dealing with FCRA Compliance

Charlotte, NC

October 16, 2018

Breaking Up Is Hard to Do: Managing Challenges that Arise When the Employment Relationship Ends

Charlotte, NC

June 7, 2018

From Harvey Weinstein to [Insert Name]: Preventing Harassment in the Workplace and What to Do When Claims are Made

Charlotte, NC

January 23, 2018

Ethical Issues for In-House Counsel: "What Do You Mean It's Not Privileged?"

Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC

October 4, 2017

Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take

Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC

May 18, 2017

Update Your Status: Current Legal Risks Related to Social Media in the Workplace

Charlotte, NC

April 27, 2017

The Election Is Over: What's Next

Charlotte, NC

November 10, 2016

Meeting the Challenges: Leaves, Health Issues and Accommodations

Charlotte, NC

October 8, 2015

Criminal Records and Employment: Legal Update and Guidance on Compliance in a Continuously Changing Legal Environment

Charlotte, NC

June 3, 2015

Spring Cleaning: Top Employment Law Tips for a Successful 2015

Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC

April 1, 2015