



## Nathaniel J. Higgins

Associate

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### Focus Areas

Discrimination and Harassment  
Whistleblowing and Retaliation  
Alternative Dispute Resolution  
Litigation and Trials  
Policies, Procedures and Handbooks

### Overview

Nathaniel J. Higgins represents employers, via counseling and litigation, in all labor and employment-related matters. He has handled claims brought under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family Medical Leave Act (FMLA), and the Texas Workers' Compensation Act before state and federal courts and administrative agencies, including the Equal Employment Opportunity Commission (EEOC) and the Texas Workforce Commission.

His background includes lead attorney experience handling mediations and taking and defending depositions. Nathaniel second-chaired an arbitration concerning a former employees' breach of nonsolicitation and noncompete agreements and obtained monetary damages for the client. Nathaniel drafted and argued successful traditional and no-evidence motions for summary judgment, including a dismissal of an employee's complaint for lost wages and medical expenses. He also has counseled clients' Human Resources departments concerning compliance, prevention and reduction of claims, layoffs, unemployment compensation, and employment handbooks and policies.

Prior to joining Littler, Nathaniel represented employers for a regional firm and worked in the Office of the General Counsel of the Federal Energy Regulatory Commission where he acted as in-house counsel. He represented and counseled the Commission's Human Resources department on various labor and employment-related matters.

## Professional and Community Affiliations

- Member, National Bar Association
- Member, Texas Young Lawyers Association
- Member, Charles Hamilton Houston Moot Court Team, Howard University School of Law

## Education

LL.M., Georgetown University Law Center, 2013

J.D., Howard University School of Law, 2012

B.A., Baylor University, 2007

## Bar Admissions

Texas

## Courts

U.S. District Court, Southern District of Texas