

Nehal S. Anand

Shareholder

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Higher Education
Policies, Procedures and Handbooks
Litigation and Trials
Healthcare

Overview

Nehal S. Anand is board certified in labor and employment law by the Texas Board of Legal Specialization. Nehal advises and represents employers in a broad range of employment law matters arising under federal and state laws, including:

- Discrimination on the basis of race, national origin, religion, sex, age, or disability
- Harassment in the workplace
- Retaliation, including workers' compensation retaliation
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Wage and hour disputes
- Breach of contract and state tort claims such as assault, defamation, fraud, misrepresentation, tortious interference and intentional infliction of emotional distress

Nehal also assists employers with responding to administrative charges of discrimination before the Equal Employment Opportunity Commission and claims for unemployment benefits or unpaid wages before the Texas Workforce Commission. In addition, she trains and counsels employers in best practices on employment law matters, including:

- Reviewing and drafting employee handbooks and policies
- Hiring, performance management and termination
- Conducting investigations related to employee misconduct, discrimination, harassment or retaliation

- Assessing employee accommodation requests to ensure compliance with the Americans with Disabilities Act
- Preventing discrimination, harassment and retaliation claims

Nehal works with both large and small companies and often works with clients in the healthcare, retail, hospitality, and energy industries.

Nehal's practice focuses primarily on employment litigation and trials.

- In 2017, Nehal prevailed in a federal jury trial involving allegations of race discrimination against a healthcare company.
- In 2019, Nehal prevailed in a multiplaintiff federal jury trial involving allegations of pregnancy discrimination and FMLA violations against a healthcare company.
- In 2023, Nehal prevailed in a federal jury trial against the EEOC involving allegations of disability discrimination.

Nehal has obtained several favorable dismissals and rulings on summary judgment in cases involving allegations of sexual harassment, hostile work environment, race discrimination, disability discrimination, retaliation, and FMLA violations.

Nehal serves on the firm's Associate Committee and has served as a liaison for the firm's Women's Leadership Initiative. Nehal is also the Chair for the Houston Bar Association's Labor and Employment Section.

During law school, Nehal served as a judicial intern for the Hon. David Hittner, U. S. District Judge, Southern District of Texas. In law school, she was a notes and comments editor for the *South Texas Law Review* and served as an advocate and brief-writer for the nationally-recognized South Texas College of Law Moot Court Team.

Professional and Community Affiliations

- Chair, Labor and Employment Law Section, Houston Bar Association
- Member, Indo-American Chamber of Commerce of Greater Houston
- Member, South Asian Bar Association

Recognition

- Named, Rising Star, Texas, *Super Lawyers*, 2020-2023
- Named, Up-and-Coming 50: Women Texas Rising Stars Top List, *Super Lawyers*, 2023
- Named, First Place, *Spurgeon E. Bell Intramural Moot Court Competition*
- Best Speaker, *Spurgeon E. Bell Intramural Moot Court Competition*
- Best Brief Award, *Spurgeon E. Bell Intramural Moot Court Competition*
- Recipient, Best Brief Award, National Appellate Advocacy Competition, *American Bar Association*
- Recipient, Second Place Brief Award, *Burton D. Wechsler First Amendment Moot Court Competition*

Education

J.D., South Texas College of Law Houston, 2009, *summa cum laude*

B.A., University of Richmond, 2006, *cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

Languages

Gujarati

Publications & Press

Help! My co-workers keep talking politics at work

Houston Chronicle

October 8, 2019

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 3, 2018

Speaking Engagements

2023 Houston Regional Employer Conference

Houston, TX

October 18, 2023

DEI Litigation

ASCEND National Convention - Chief Diversity & Chief Responsibility Officers' Forum

July 19, 2023

Virus, Variants, and Vaccines

Indo-American Chamber of Commerce Webinar
September 8, 2021

The Revolving Door of Returning to Work in Texas

Littler 2020 Virtual Texas Employer Conference
August 13, 2020

COVID-19 for Businesses/Employers – Frequently Asked Questions

Indo-American Chamber of Commerce Webinar
March 25, 2020

Schedules, Scarfs, and Shots, Oh My! Religious Accommodations in the Workplace

2019 Houston Employer Conference, Houston, TX
August 8, 2019

What Managers Can Do to Mitigate Litigation Risk (and What You Can Do to Help Them)

Houston, TX
February 12, 2019

2018 Legal Update: Washington, the Supreme Court and Beyond...

2018 Houston Employer Conference, Houston, TX
August 8, 2018

Panel - #MeToo - Now What

Asian Pacific Interest Section of the State Bar of Texas - Annual Conference
April 27, 2018

Conducting Efficient, Effective and Lawful Workplace Investigations

2017 Littler Houston Employer Conference
August 10, 2017

Hiring and Firing: Increase Profit and Limit Liability

HR Workshop, 2017 Asian American Hotel Owners Association's National Convention
April 13, 2017

ADA Accommodations and the Interactive Process

Littler Mendelson and BB&T – Labor and Employment Webinar Series
October 11, 2016

2016 Employment Law Update and the DOL's New Overtime Rule

Washington County Chamber of Commerce

September 28, 2016

The DOL's Final Rule on Overtime

Asian American Hotel Owners Association Conference

August 30, 2016

2016 Houston Employer Conference

Houston, TX

August 11, 2016

Social Media and Beyond - Addressing Employee Conduct in 2015

Brazos Valley SHRM Business Seminar

September 15, 2015

2015 Houston Employer Conference

Houston, TX

August 13, 2015

What's Happening at the Federal Level: Legislative, Agency, Supreme Court, and Fifth Circuit Update

Littler, Houston, TX

August 13, 2015

Social Media and Beyond

Houston Bar Association, Houston, TX

July 17, 2015

Social Media and Beyond

The HR Professional 2015 - HR Houston, Houston, TX

May 14, 2015

Conducting Effective Workplace Investigations: "It's [Not] Elementary, My Dear Watson!"

March 24, 2015

The Changing Landscape of Legal Education: Employer's Perspective

Garland R. Walker American Inn of Court

November 4, 2014

Hiring, Performance Management and Termination

Labor & Employment Webinar Series - Littler Mendelson and BB&T
September 18, 2014

Future of Contingent Workers: Employer, Employee and Independent Contractors – Oh My!

Littler Mendelson, Houston, TX
August 14, 2014

Social Media: Effective Recruiting Tool or Employer Nightmare?

Garland R. Walker American Inn of Court
November 12, 2013

Ethical Issues for Corporate Counsel

Littler Mendelson, Houston, TX
August 22, 2013

Top 10 Mistakes Employers Make

Littler Mendelson, Houston, TX
August 2, 2012

FRCP Rule 26 Changes: Curbing the Fear Regarding Expert Communications

Garland Walker American Inns of Court
November 1, 2011

Human Resource Law: What You Need to Know Now

National Business Institute
October 26, 2011

Arbitration Agreements: Class Action Arbitration after Stolt-Nielsen S.A. v. Animal Feeds International Corp.

Garland Walker American Inns of Court
March 1, 2011