

## Patrick H. Hicks

Shareholder

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### Practice Areas

Discrimination and Harassment  
Competition and Trade Secret Law  
Training - Compliance, Ethics, Leadership  
Alternative Dispute Resolution  
Hospitality

### Overview

A highly-experienced employment law litigator and trial attorney in Nevada, Patrick H. Hicks has successfully defended scores of jury trials and has handled numerous arbitrations and mediations. He regularly appears in all state and federal courts in Nevada and represents clients before the Equal Employment Opportunity Commission, the Nevada Equal Rights Commission and various other states' administrative agencies representing employers in:

- Wrongful termination
- Employment discrimination
- Breach of contract litigation and trial work
- Grievance arbitrations
- Title VII proceedings
- Non-compete and trade secret disputes

He also counsels employers on the Americans With Disabilities Act, employee terminations, and workplace violence. He counts among his clients:

- Hotels
- Casinos
- Car rental companies
- Time share companies

Patrick's notable litigation successes include:

- A defamation case in which the plaintiff dismissed her case with prejudice without any compensation by the defendant following the cross-examination of the plaintiff

- A national origin discrimination and defamation case in which the jury returned a unanimous verdict in favor of the defendant following a one-week trial
- An age discrimination case that settled after the close of the plaintiff's case for 20% of what defendant offered two days before trial
- A case regarding intentional infliction of emotional distress, negligence and assault in which the plaintiff dismissed the case after the cross-examination of the plaintiff in exchange for a waiver of costs

He has obtained defense verdicts in jury trials involving race discrimination, age discrimination, national origin and disability discrimination, and single and multi-plaintiff sexual harassment cases.

One of Littler Mendelson's premier speakers, Patrick trains and speaks on a variety of timely employment topics of interest, including:

- Documentation and discharge of employees
- Harassment and discrimination
- The Family and Medical Leave Act
- Employee handbooks and policies
- Workplace violence
- Diversity in the workplace
- Workplace investigations

Patrick is the founding shareholder of Littler Mendelson's Reno and Las Vegas offices and the former office-managing shareholder of both offices. Active in firm management, he chairs the EPLI Committee and sits on the Diversity Advisory Group. He is a former member of Littler's Board of Directors and former co-chair of the Hospitality Practice Group.

### **Professional and Community Affiliations**

- Co-chair, Gaming Litigation Sub-committee - American Bar Association

### **Recognition**

- Named, America's Leading Lawyers for Business – *Chambers USA*, 2005-2012
- Named, Super Lawyers - Nevada, 2009-2011
- Named, Super Lawyers - Corporate Counsel Edition, 2009 and 2011
- Named, A leading expert in the employment law field - The Legal 500 US

### **Education**

J.D., University of California, Hastings, College of the Law, 1987

B.A., University of California, Davis, 1983

### **Bar Admissions**

Nevada

California

## Languages

Sign Language

## Publications

"Supreme Court Ruling Effectively Extends Time Period for Plaintiffs to File Disparate Impact Charges," *Casino Enterprise Management*, September 2010

"Likeability: An Essential Element of Success In A Jury Trial," *Communiqué*, August 2010

"Ninth Circuit Issues Its First Ruling Setting Forth the Elements for Sarbanes-Oxley Whistleblower Claims," September 3, 2009

"Court Holds that Workplace Context Is Relevant to Sexual Harassment Claims in the Gaming Industry," June 2, 2008

"A Charge by Any Other Name, Is Still a Charge: High Court Adopts Broad Definition in Age Cases," *Casino Enterprise Management*, June 2008

"Amendment to the Family Medical Leave Act Provides New Leave Rights for the Families of Service members," *Casino Enterprise Management*, May 2008

"Union-Supported Petition Initiative in Nevada Would Prohibit Employer Required Tip Sharing," February 6, 2008

"Survey of Recent EPLI Cases and Their Implications for the Defense of Employment Related Cases," *Communiqué*, March 2007

"Effects in the Workplace of the Expansion of Nevada's New Smoking Restrictions," *Privacy & Data Security Law Journal*, Vol. 2, No.3., February 2007

"Effects in the Workplace of the Expansion of Nevada's Smoking Restrictions," November 21, 2006

"Reasonable Dress and Grooming Requirements Survive Court Scrutiny," *Gaming Law Review*, August 2006

"Ninth Circuit Upholds Makeup Requirement," April 27, 2006

"Diversity, Affinity Groups and Religion: Balancing the Law with the Interests of Diverse Employee Groups," *Casino Enterprise Management*, April 2006

"The Americans With Disabilities Act: Step-By-Step Guidance Through The Interactive Process," *Casino Enterprise Management*, February 2006

"Makeup Rule Upheld By Ninth Circuit," January 19, 2005

"Offensive Spam in the Workplace: Employers' Obligations and Liabilities," August 30, 2003

## Press

"Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys," May 25, 2012

"Chambers USA Honors Littler And Its Attorneys," June 27, 2011

"Littler Attorneys Honored by Chambers USA," June 21, 2010

"11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA," June 19, 2006

"Patrick Hicks Stresses the Importance of Diversity at the Northern Nevada Human Resources Association, 4th Annual Diversity Conference," March 6, 2006

"Patrick Hicks Offers Advice to Employers About Enforcing Love Contracts," February 23, 2006

### **Events & Speaking Engagements**

"How to Conduct Lawful Investigations," *Las Vegas, NV*, June 6, 2012

"EPLI Trends," *Las Vegas, NV*, October 22, 2010

"Defining and Delivering Greater Value for Clients," *Nevada Chapter - Association of Corporate Counsel - Las Vegas, NV*, October 8, 2010

"Legal Update: Recent Developments and Emerging EEO Trends," *Las Vegas, NV*, September 14, 2010

"Conducting Lawful Investigations: Avoiding the Landmines," *Las Vegas, NV*, March 3, 2010

"Reductions in Force: The Puzzle, The Process And Alternatives," *Las Vegas, NV*, April 1, 2009

"The Employment Arena: An Insider's View - Reno," *Reno, NV*, October 25, 2007

"The Employment Arena: An Insider's View," *Las Vegas, NV*, October 24, 2007

### **Books & Book Chapters**

- *Inside the Minds: Labor and Employment Strategies*, Aspatore Books, 2007