



Richard R. Gray

Special Counsel

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Focus Areas

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

Overview

Richard R. Gray has extensive experience representing clients in:

- Employment litigation
- Wrongful termination cases
- Employment discrimination
- Harassment and retaliation matters
- Arbitration and mediation

He also provides compliance counseling and general preventive advice. Richard appears before state and federal courts, the Equal Employment Opportunity Commission, and the Fair Employment and Housing Commission and has specific knowledge of state and federal statutes, such as:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The California Fair Employment and Housing Act

Richard works with clients in both the public and private sectors, including healthcare providers, manufacturing companies, retail stores, public entities and state agencies. He previously served as the office managing shareholder

of Littler Mendelson's Sacramento office. Prior to working at Littler, he worked at another law firm handling business litigation and served as in-house counsel for an agricultural lending institution and for an oil company.

In law school, Richard was a writer and editor of the *Law Review*. After graduation from the United States Air Force Academy, he served five years of active duty in the United States Air Force, including a tour of duty in the Vietnam War as a B-52 crew member.

Professional and Community Affiliations

- President, Board of Directors, Families For Children
- Former Chair, Executive Committee, Labor and Employment Law Section, Sacramento County Bar Association, 1999-2000
- Former Member, Board of Directors, Children's Receiving Home, Sacramento

Recognition

- Named, Lawyer of the Year, Employment Law - Management, Sacramento, *The Best Lawyers in America*®, 2014, 2022
- Named, The Best Lawyers in America®, 2009-2022
- Named, Lawyer of the Year, Litigation - Labor and Employment, Sacramento, *The Best Lawyers in America*®, 2015
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of California, Davis School of Law, 1976

B.S., United States Air Force Academy, 1968, *With Honors*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Littler Press Release

August 9, 2010

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Littler Press Release

August 14, 2009

51 Littler Attorneys Named to The Best Lawyers in America

Littler Press Release

October 31, 2008

Speaking Engagements

Fall 2015 Northern California Breakfast Briefing - Sacramento

Sacramento, CA

October 27, 2015

Fall 2015 Northern California Breakfast Briefing - Stockton

Sacramento, CA

October 20, 2015

Advanced HR Workshop: 10 Thorny Employment Law Challenges You Must Know How to Handle

Sacramento, CA

September 15, 2011

Northern California Employment Law Breakfast Briefings

Sacramento, CA

September 29, 2010