



Rocio Blanco Garcia

Shareholder

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Focus Areas

Discrimination and Harassment
Litigation and Trials
Appellate

Overview

Rocio Blanco Garcia counsels and represents clients in a broad range of labor and employment matters. She has handled cases before state and federal courts and before administrative agencies, including the Equal Employment Opportunity Commission and the Florida Commission on Human Relations. Rocio also has considerable experience in leaves and accommodations and devotes a significant portion of her practice to advising clients nationwide on leaves of absences and the Americans with Disabilities Act. In addition, she counsels employers in best practices on other 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
- Preventing discrimination, harassment and retaliation claims

Before joining Littler, Rocio was a senior assistant county attorney with the Broward County Office of the County Attorney, where she represented Florida's second largest county in harassment and discrimination matters and labor proceedings. Rocio also has extensive experience handling appeals, including before the Fourth District Court of Appeal and the Eleventh Circuit Court of Appeals.

While in law school, Rocio was the symposium editor of the *FIU Law Review* and worked for a boutique firm handling complex litigation, including mass torts. She graduated in the top five of her law school class.

Rocio is Board Certified in City, County, and Local Government by The Florida Bar.

Recognition

- Recipient, CALI Excellence for the Future Award in Legal Skills and Values III, Civil Procedure, International Law, Family Law, Banking Regulations, Bankruptcy Law, and Products Liability, *Florida International University College of Law*
- Recipient, American Bankruptcy Law Journal Prize for the highest grade in Bankruptcy Law, *Florida International University College of Law*

Education

J.D., Florida International University College of Law, 2012, *magna cum laude*

B.S., Florida International University, 2008, *magna cum laude*

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

Languages

Spanish

Publications & Press

Little Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Little Press Release

January 4, 2023

Eleventh Circuit Holds FLSA Administrative Exemption Applies to Business Development Managers Who Drove Business to Car Manufacturer

Little ASAP

April 11, 2022

Employers Must Beware Harassment Risks Posed By Emojis

Law360 Employment Authority

April 4, 2022

Is an Emoji Worth a Thousand Words? The Impact of Emojis in the Workplace

Little Insight

March 23, 2022

Florida Adopts the Apex Doctrine in the Corporate Context

Little ASAP

September 15, 2021

New Law Prohibits Florida Businesses from Requiring Vaccine Passport from Patrons and Customers

Little ASAP

June 9, 2021

11th Circuit Finds Employee Conduct May Lead to Termination Even Where the Conduct is the Result of Mental Illness

Little Insight

June 4, 2021

Eleventh Circuit Opinion Provides Insight into the Reach of Third-Party Title VII Retaliation Claims

Little Insight

May 25, 2021

The CDC Has Released New Safety Guidance for the Fully Vaccinated

Little ASAP

April 28, 2021

Businesses in the Sunshine State are Prohibited from Requiring Vaccine Passport from Patrons and Customers

Little ASAP

April 5, 2021

Florida Legislature Imposes High Standard for Claims Against Businesses Based on Damages from COVID-19

Little ASAP

March 31, 2021

Speaking Engagements

Higher Education Roundtable

Miami, FL

February 28, 2023

State Diversity Board Mandates

Women in the Boardroom Webinar
December 13, 2022

Discrimination on Grounds of Obesity - Do the Discrimination Laws Ensure Sufficient Protection?

International Bar Association Annual Conference
November 2, 2022

FMLA and ADA Issues for Employers

Client Webinar
October 12, 2022

Post-Roe Roulette: How the Dobbs Decision Impacts Employer-Sponsored Benefit Plans and Employment Policies

Association of Corporate Counsel – South Florida Chapter, Hollywood, FL
September 16, 2022

Florida Friday Series - Turning the "Great Resignation" Into the "Great Retention"

Miami, FL
January 28, 2022

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

Miami, FL
August 25, 2021

Florida Friday Series - Minimum Wage Update

Miami, FL
August 6, 2021

Return to Work in a COVID-19 World: Hospitality Perspective

Greater Miami & the Beaches Hotel Association
May 19, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges in Florida

March 11, 2021