



## 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.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024
- 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

**Eleventh Circuit: McDonnell Douglas Is Not Be-All and End-All for Title VII Discrimination Claims**

*Little ASAP*

January 2, 2024

**Eleventh Circuit Holds Adverse Employment Action Is Required in ADA Failure-to-Accommodate Claims**

*Little ASAP*

August 14, 2023

**Protecting the Local CROWN: Combing Through Florida's Ordinances Prohibiting Discrimination Based on Hairstyles and Textures**

*Little ASAP*

July 21, 2023

**LOUD QUITTING! The New Emerging Global Resignation Trend Taking the Workplace by Storm**

*Little Insight*

July 6, 2023

**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**

**Think Before You Speak: Navigating Employee Leave Scenarios**

February 26, 2024

**Conducting Effective Workplace Investigations**

January 17, 2024

**Difficult Leave and Accommodation Challenges in Home Health Care**

January 10, 2024

**2023 Florida Regional Employer Conference**

Miami, FL

October 12, 2023

**The Basics: FMLA and ADA**

June 14, 2023

**Doing Business in the Americas: Session 2 | Labor and Employment Compliance**

April 19, 2023

**Conducting Effective Workplace Investigations**

March 14, 2023

**The ABCs of Doing Business in Florida; the Employment Law Perspective**

Spain-U.S. Chamber of Commerce

March 8, 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