

Rocio Blanco Garcia

Shareholder

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Focus Areas

Discrimination and Harassment
Litigation and Trials
Appellate
Training - Compliance, Ethics, Leadership
Investigations
Leaves of Absence and Disability Accommodation

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 devotes a significant portion of her practices to advising clients nationwide on leaves of absences and the Americans with Disabilities Act and is an experienced trainer on these subjects. 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
- Preventing discrimination, harassment and retaliation claims

Rocio frequently trains clients on how to conduct effective investigations and has led investigations, in English and Spanish, into workplace misconduct and unethical practices.

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 and often analyzed potential ethical issues implicating high-level officials. 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*®, 2024-2025
- 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

DOL Issues Opinion Letter on Applicability of the FMLA Substitution Rule When Employee on FMLA is Receiving PFML Benefits

Littler ASAP

January 15, 2025

Employees in the 11th Circuit Do Not Have a Private Right of Action Under Title IX for Employment Discrimination

Littler Insight

December 4, 2024

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

Littler ASAP

January 2, 2024

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

Littler ASAP

August 14, 2023

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

Littler ASAP

July 21, 2023

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

Littler Insight

July 6, 2023

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

Littler Press Release

January 4, 2023

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

Littler 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

Littler Insight

March 23, 2022

Florida Adopts the Apex Doctrine in the Corporate Context

Littler ASAP

September 15, 2021

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

Littler ASAP

June 9, 2021

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

Littler Insight

June 4, 2021

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

Littler Insight

May 25, 2021

The CDC Has Released New Safety Guidance for the Fully Vaccinated

Littler ASAP

April 28, 2021

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

Littler ASAP

April 5, 2021

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

Littler ASAP

March 31, 2021

Speaking Engagements

What to Expect When Your Employees Are Expecting: A Look at the EEOC's Latest Guidance and the Evolving Legal Landscape Concerning the PWFA

January 28, 2025

2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024

Are You Ready for the June 18th PWFA Rule?

May 21, 2024

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