



Ross G. Reyes

Associate

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Focus Areas

Class Actions
Discrimination and Harassment
Hiring, Performance Management and Termination
Investigations
Litigation and Trials
Unfair Competition and Trade Secrets

Overview

Ross G. Reyes represents employers in all areas of labor and employment law, with an emphasis on litigation involving:

- Unfair competition
- Theft of trade secrets
- Duties of loyalty and confidentiality
- The enforcement and defense of noncompete, nonsolicitation, and nondisclosure agreements
- Discrimination, harassment, and retaliation claims, including under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the Family and Medical Leave Act (FMLA)

Ross practices in federal and state courts throughout Texas and before the Equal Employment Opportunity Commission (EEOC). He also proactively assists employers with reviewing and drafting employment contracts, handbooks, and policies, including providing clients advice on the content and enforceability of restrictive covenants. Further, Ross advises clients on a broad range of employment issues, including investigations, discipline and termination, and disability accommodation requests.

Ross is an adjunct professor at Baylor University School of Law. He teaches an employment law course addressing a wide variety of topics, including implications of the employment-at-will doctrine, recruitment and hiring, privacy, protection of employer trade secrets, wage and hour, workplace health and safety, termination of employment, and arbitration of employment disputes.

Prior to joining Littler, Ross served as a law clerk to the Hon. Judge Amos L. Mazzant, III in the U.S. District Court for the Eastern District of Texas.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Texas Young Lawyers Association

Recognition

- Order of the Barristers, *Baylor University School of Law*

Education

J.D., Baylor University School of Law, 2017

B.A., Baylor University, 2014

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Northern District of Texas

Publications & Press

Littler Attorneys Selected for 2022 Diversity Leadership Programs

Littler Press Release

March 25, 2022

Texas Governor Fully Re-Opens Texas

Little ASAP

March 3, 2021

Texas Governor Mandates Face Coverings Statewide

Little ASAP

July 5, 2020

New Mask Requirements in Texas

Little ASAP

June 20, 2020

The Open Texas Plan: Phase 3 of the Governor's COVID-19 Reopening Plan

Little ASAP

June 10, 2020

The Open Texas Plan: Expanding Phase 2 of the Governor's COVID-19 Reopening Plan

Little ASAP

May 26, 2020

The Open Texas Plan: Phase 2 of the Governor's COVID-19 Reopening Plan

Little ASAP

May 6, 2020

The Open Texas Plan: A State and Local Update

Little ASAP

May 1, 2020

Texas Stay Home Orders: A State and Local Update

Little Insight

April 9, 2020

Denton County, Texas Issues "Stay At Home" Order Effective March 24, 2020

Little ASAP

March 24, 2020

Dallas County, Texas Issues "Stay Home Stay Safe" Order, Effective March 23

Little ASAP

March 23, 2020

Speaking Engagements

2023 Dallas Regional Employer Conference

Dallas, TX

August 3, 2023