

## Sofia L. Mitchell

Littler CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## Overview

As a member of the Littler CaseSmart – Charges™ team, Sofia Mitchell is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information, and by handling mediation. In such capacity, Sofia represents employers in a wide range of employment issues, including claims of discrimination, wrongful termination, retaliation, unlawful harassment, and hostile work environment claims.

Previously, Sofia served as a judicial law clerk for the Hon. Denise Hinds-Roach and worked for another major employment law firm.

While in law school, she volunteered as a Guardian ad Litem, and worked as a research assistant. Sofia interned at the Immigrant Children's Justice Clinic and at the Family and Education Clinic, and also externed at the Office of Human Rights and Fair Employment Practice in Miami.

## Recognition

- Dean's List, *Florida International University College of Law*
- First Place, National Law Review Writing Contest, *Florida International University College of Law*

## Education

J.D., Florida International University College of Law, 2014

B.A., University of Tampa, 2010, *magna cum laude*

## Bar Admissions

Florida

U.S. Virgin Islands

## Courts

U.S. District Court of the Virgin Islands

## Publications & Press

### **COVID-19 Guidance for Restaurants, Bars and Nightclubs**

*LexBlog*

June 9, 2020

### **Virgin Islands Supreme Court Confirms Applicability of FAA and Issues Guidance on Arbitration Agreements**

*National Law Review*

September 7, 2018

### **Filling the Gap: Immigrant Status Discrimination as Title VII's Missing Piece**

*National Law Review*

March 14, 2014