

## Sofija Anderson

Shareholder

111 East Kilbourn Avenue  
Suite 1000  
Milwaukee, WI 53202  
main: (414) 291-5536  
direct: (414) 291-6155  
fax: (414) 291-5526  
sanderson@littler.com

10 East Doty Street  
Suite 800  
Madison, WI 53703  
main: (608) 287-3700  
fax: (414) 291-5526  
sanderson@littler.com



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## Focus Areas

Discrimination and Harassment  
Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation  
Labor Management Relations  
Litigation and Trials

## Overview

Sofija Anderson represents employers in litigation of labor and employment-related disputes in state and federal courts and before administrative agencies, as well as in the arbitral forum. Experienced in both single plaintiff matters and class actions, her practice includes defending claims of:

- Employment discrimination
- Unlawful harassment
- Retaliation/whistleblowing
- Wrongful discharge/violation of public policy
- Breach of contract
- Interference with prospective economic/business advantage
- Unfair business practices
- Wage and hour violations
- Fraud
- Defamation
- Privacy violations

Sofija also has extensive experience obtaining workplace violence injunctions on behalf of employers and affected employees.

Sofija litigates claims arising under federal and state law, such as:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Americans with Disabilities Act Amendments Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The California Family Rights Act
- The Wisconsin Family and Medical Leave Act
- The California Fair Employment and Housing Act
- The Wisconsin Fair Employment Act
- The California Labor Code
- Wisconsin wage payment and collection law

Aside from litigation, Sofija assists employers of all sizes with customizing and implementing state-of-the-art employment policies and procedures. She also offers compliance counseling and advises employers on a variety of employment and labor-related issues, ranging from employee on-boarding, performance management/discipline, accommodation, contract negotiations and plant closures. She also offers training seminars on a variety of topics.

Sofija represents a wide variety of clients, including:

- Nationwide retailers
- Communication firms
- Financial institutions
- Universities
- Law firms
- Restaurants
- Architectural firms
- Lumber and construction companies
- Transportation companies
- Manufacturers
- Insurance companies
- Hotels/motels
- Doctors/dentists
- Hospitals and assisted living facilities
- Golf courses

## **Professional and Community Affiliations**

- Member, American Bar Association

- Member, Serbian Bar Association of America

## Education

J.D., Marquette University, 2002

B.A., Marquette University, 1999

## Bar Admissions

Wisconsin

California

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

California Supreme Court

Wisconsin Supreme Court

## Languages

Serbian

## Publications & Press

### **Dear Littler: How Should We Approach an Employee Showing Signs of Cognitive Decline?**

*Dear Littler*

April 23, 2018

### **Wisconsin Supreme Court Holds That Employee Non-Solicitation Agreements are Subject to a Strict Enforcement Standard**

*Littler ASAP*

January 22, 2018

### **Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders**

*Littler Press Release*

January 8, 2009

## Speaking Engagements

### **10th Annual Brewers Briefing Labor & Employment Law Conference**

Milwaukee, WI

July 27, 2022

### **Spy Tactics for HR Professionals: Advanced Elicitation and Interviewing Skills**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

### **#ItWasJustATweet! Navigating Social Media Landmines in the Workplace**

2017 State Conference - Wisconsin State Council SHRM, Wisconsin Dells, WI

October 12, 2017

### **Littler's 7th Annual Brewers Briefing 2017**

Milwaukee, WI

September 12, 2017

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

Milwaukee, WI

July 26, 2017

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

May 12, 2017

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

2016 State Conference - Wisconsin State Council SHRM, Wisconsin Dells, WI

October 7, 2016

### **Littler's 6th Annual Brewers Briefing 2016**

Milwaukee, WI

September 7, 2016

### **The DOL's Proposed Changes to the White Collar Overtime Regulations and the Ongoing Attack on Independent Contractor Misclassification**

ACC Wisconsin Annual Conference, Elkhart Lake, WI

May 19, 2016

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**“Spy” Tactics for Human Resource Professionals-Assessing Employee Truthfulness**

2014 Fall Conference - Wisconsin Association of School Personnel Administrators, Elkhart Lake, WI  
November 2014

**“Spy” Tactics for Human Resource Professionals-Assessing Employee Truthfulness**

2014 State Conference - Wisconsin State Council SHRM, Madison, WI  
October 2014