

## Tanja L. Darrow

Shareholder

Co-Chair, Litigation and Trials Practice Group

633 West Fifth Street  
63rd Floor  
Los Angeles, CA 90071  
main: (213) 443-4300  
direct: (213) 443-4240  
fax: (213) 443-4299  
tdarrow@littler.com

2049 Century Park East  
5th Floor  
Los Angeles, CA 90067  
main: (310) 553-0308  
fax: (310) 553-5583  
tdarrow@littler.com



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## Focus Areas

Class Action  
Litigation and Trials  
Discrimination and Harassment  
Higher Education  
Retail

## Overview

Tanja L. Darrow concentrates in litigation and is co-chair of the Litigation and Trials Practice Group and a core member of the firm's Complex Litigation and PAGA Practice Group. Her labor and employment law practice includes:

- Complex litigation
- Wage and hour issues
- Discrimination
- Harassment
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- Fair employment practices

An experienced lead trial and appellate attorney, Tanja has successfully defended hundreds of cases on behalf of corporate clients, and successfully received complete defense verdicts in all tried cases, including a PAGA trial with complicated issues of first impression. With a keen focus on providing superior quality work, coupled with her understanding of the need to provide strategic and practical solutions to assist clients with a wide range of issues, she counsels clients in various industries, including:

- Finance
- Retail
- Aviation
- Higher education
- Insurance
- Healthcare
- Consumer services
- Manufacturing
- Transportation

In addition, her California real estate broker's license also allows her to effectively work with clients in the real estate industry.

Tanja has significant experience providing training on diversity and discrimination issues, counseling employers on sexual and racial discrimination and harassment issues, and resolving difficult and complex matters effectively and persuasively.

She regularly participates as a panelist in employment seminars, makes presentations to local professional organizations, and has presented numerous in-house training sessions and workshops to management teams. Tanja frequently speaks and writes on a variety of employment law topics, including:

- Sexual harassment
- Employment discrimination
- Wrongful termination
- Negligent hiring
- Supervision and training
- Personnel policies
- Employee handbooks
- Wage and hour law
- Employment law updates

Tanja regularly participates as a panelist in employment seminars. She makes presentations to local professional organizations, the California State Bar, and has also presented numerous in-house training sessions and workshops to management teams.

Tanja has received commendations on her pro bono and community service work from former Governor Arnold Schwarzenegger and Los Angeles Mayor Antonio Villaraigosa.

She serves on Littler Mendelson's Diversity Council and is a member of the Firm's 12-attorney Accounting Audit Committee. Previously, she was a partner at another firm where she practiced aviation defense and employment law.

## Professional and Community Affiliations

- Member, Litigation Executive Committee (Board of Governors Appointment), State Bar of California
- Member, Labor and Employment Section, State Bar of California
- Assistant Vice President, Los Angeles County Bar Association
- Member, Beverly Hills Bar Association
- Member, Black Women Lawyers of Los Angeles
- Former President, John M. Langston Bar Association
- Former Member, Board of Governors, National Bar Association
- Former Officer, California Association of Black Lawyers

## Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America©, 2024
- Named, Top Women Lawyers, *Daily Journal*, 2019
- Featured Profile, *Daily Journal*, 2019
- Named, Top Labor and Employment Lawyers, *Daily Journal*, 2017-2018
- Named, Rising Star, Southern California, *Super Lawyers*, 2004-2007

## Education

J.D., Whittier Law School, 1994

B.A., University of California, Los Angeles, 1990

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

## Publications & Press

**ANALYSIS: Three Workplace Issues to Watch as COVID Hits Year Two**

*Bloomberg Law*

March 22, 2021

**Littler Appoints New Practice and Industry Group Chairs**

*Littler Press Release*

October 14, 2020

**A Huge Tip on Wages vs Tips**

*ISSA Today*

February 1, 2013

**Wage and hour lawsuit: gratuity is just that — gratuity**

*Daily Journal*

May 22, 2012

**The "Bring Your Own Device" to Work Movement**

*Littler Report*

May 10, 2012

**Helping and Managing a Company's Haitian Workforce**

*San Francisco Daily Journal*

February 22, 2010

**Helping Haiti: Tips for Companies Offering Aid**

*San Francisco Daily Journal*

February 19, 2010

**Employment Issues Following the Haitian Earthquake**

*Littler Insight*

January 24, 2010

**Employers' Responsibilities in the Wake of a Natural Disaster**

*Littler Insight*

September 2, 2005

**State Law Protects Workers Who Smoke Away From Job**

*Los Angeles Daily Journal*

March 3, 2005

**Employers May Have to Rehire Substance Abusers**

*Los Angeles Daily Journal*

## **Speaking Engagements**

### **Managing Risk in COVID's Wake: Assessing the Pandemic's Impact on Trial Outcomes and the Implications for Employers**

Littler Executive Employer Conference

May 5, 2022

### **Employment Litigation Risks for Companies Entering Year Two of the Covid-19 Pandemic**

Bloomberg Law Webinar

March 17, 2021

### **Safe, Respectful and Lawful Approaches to Termination Decisions**

### **A Manager's Guide to Compensation Essentials**

### **Wage & Hour Issues: Classification Focus**

### **A Manager's Guide to Understanding and Preventing Litigation**

### **Sexual Harassment Training for Managers, Directors and Vice Presidents**

### **Understanding and Preventing Unlawful Harassment and Abusive Conduct Prevention**

### **Southern California Legal Update Series - Long Beach**

Hyatt Regency Long Beach 200 South Pine Avenue Long Beach, CA

February 5, 2019

### **Southern California Breakfast Briefing - Long Beach**

Irvine, CA

October 13, 2016

### **Managing the Termination of Employees – An Employer's Guide to Avoiding Wrongful Termination Lawsuits**

### **Negotiating State of the Art Employment Agreements**

### **English-Only Rules: Navigating a Multilingual Workforce**

### **How To Be An Effective Witness**

### **Discovery Tools for Practitioners**