

Tara Param

Associate

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Overview

Tara Param advises and represents employers in a broad range of labor and employment matters, including discrimination, harassment, leave and accommodation, and retaliation cases, arising under both state and federal laws. She has represented employers in numerous single-plaintiff litigation and wage and hour class actions. Tara also advises clients on personnel decisions, accommodation requests, leaves of absence, harassment claims, and other legal compliance issues.

Tara is experienced in representing higher education clients in a variety of different matters. Tara's higher education experience includes representing university, college and medical center clients in Title IX litigation, as well as conducting Title IX training sessions and providing advice to ensure compliance with the most recent Title IX regulations.

During the COVID-19 pandemic, Tara also provides advice and counseling to companies concerning the latest guidance and return to work planning.

Tara has also presented at a number of conferences and CLEs on topics ranging from Title IX to professional responsibility and ethics.

Prior to joining Littler, Tara worked as an associate at large international law firms in Philadelphia and Pittsburgh, where she defended employers in various types of employment litigation.

During law school, Tara served as president of Cornell's Briggs Society of International Law and was managing editor of the *Cornell Journal of Law and Public Policy*. Tara also participated in Cornell's Attorneys for Children Clinic, where she assisted with the representation of children and parents in family law matters involving issues of child abuse and neglect, parental rights and custody.

Professional and Community Affiliations

- Board Member, Vice President of Programming, South Asian Bar Association of Philadelphia

Education

J.D., Cornell University Law School, 2016

M.A., Durham University, UK, 2013

B.A., McGill University, 2012

Bar Admissions

Pennsylvania

Publications & Press

Title IX At 50: Expanding Protections for Students and Employees

Little Insight

July 13, 2022

Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?

Dear Littler

June 3, 2021