



Adria K. Harris

Associate

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Practice Areas

Wage and Hour
Discrimination and Harassment
Handbooks and Policies
Investigations

Overview

Adria K. Harris has a broad range of experience handling employment matters for national and global businesses, including:

- Litigating matters arising under state and federal anti-discrimination laws in state court, federal court, and nationwide on behalf of employers
- Defending employers against class, collective, and PAGA/representative wage and hour lawsuits, as well as government investigations and audits
- Developing and implementing employment policies, handbooks, protocols, manuals, and templates
- Conducting internal investigations into alleged employee misconduct at all levels
- Managing publicity for allegations of executive employee misconduct
- Advising clients nationally and globally on reductions in force, independent contractor status, staffing agency issues, and wage and hour practices
- Facilitating the employment-related transition procedures associated with mergers, acquisitions, and layoffs

Adria uses a combination of legal experience and business judgment to offer her clients fresh strategies tailored to their unique needs. She regularly provides advice and counsel on the practical and legal implications on a broad swath of compliance-related issues ranging from everyday employment decisions to organization-wide changes. She also has extensive experience conducting internal investigations and companywide trainings.

Adria has experience representing and counseling the following types of clients:

- Technology
- Financial services
- Retail
- Entertainment
- Telecommunications
- Healthcare
- Manufacturing
- Transportation and logistics
- Higher education
- Staffing agencies
- Restaurants
- Hotels

Through adaptability and a results-oriented approach, Adria routinely exceeds clients' expectations when resolving difficult and complex matters. She is a skilled strategist who is preceded by her reputation for attention to detail, exceptional writing, and creative solutions, while achieving an effective balance of her clients' practical needs with dogmatic representation.

Professional and Community Affiliations

- Member, National Employment Law Council
- Member, Black Women Lawyers of Los Angeles
- Member, Langston Bar Association
- Member, California Association for Black Lawyers
- Member, Association of Business Trial Lawyers

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2025
- Named, Top 40 Under 40, *National Black Lawyers*, 2019-2025
- Recognized, Deal of the Year, *Atlanta Business Chronicle*, 2022

Education

J.D., University of Southern California Gould School of Law, 2018

B.S., University of Tennessee,

Bar Admissions

Georgia

California

Courts

Georgia Court of Appeals

Georgia Supreme Court

U.S. District Court, Northern District of Georgia

U.S. District Court, Southern District of Georgia

California Supreme Court

California Court of Appeal

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Southern District of California