



Alyesha Asghar

Shareholder

Co-Chair, EEO & Diversity Practice Group

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Practice Areas

Inclusion, Equity and Diversity

Discrimination and Harassment

HR Advice and Counsel

Arbitration

eDiscovery

Class Action

Overview

With over a decade of experience as an employment litigator and legal trainer, Alyesha Asghar adeptly navigates clients through the legal landscape, including in the Inclusion, Equity & Diversity space. She brings deep employment litigation experience and an innate understanding of business to her role as a diversity consultant and an employment attorney. Company executives in a broad spectrum of industries, including healthcare, manufacturing, retail, and professional services, look to her for Inclusion, Equity, and Diversity programming and counsel that emphasizes recruitment, equity-building engagement, productivity, and retention.

Alyesha's multilingual and multicultural heritage, her globe-trotting personal background, and her qualifications as an employment attorney and neutral facilitator manifest in relatable training and legal advice that extends from the C-Suite to the shop floor. Alyesha possesses a multifaceted perspective on the design and implementation of meaningful Inclusion, Equity & Diversity initiatives that are not only legally compliant but harness the potential of both stakeholders and individual contributors.

Whether it is in IE&D programming or litigation, Alyesha engages with clients to understand what they need, and strategizes to deliver it to them in the most efficient and effective manner.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Equal Employment Opportunity Committee, Labor and Employment Section, American Bar Association
- Member, Young Lawyers Division, American Bar Association
- Member, DuPont Legal Minority Counsel Network

Recognition

- Named, Ones to Watch, *The Best Lawyers in America®*, 2023-2025
- Named, Rising Star, West Virginia, *Super Lawyers*, 2012-2013, 2015-2017
- Named, Member Spotlight, *Labor and Employment Section - American Bar Association*, February 2015
- Named, Hot List, *Mid-Atlantic Region, Lawyers of Color*, 2013

Education

J.D., West Virginia University College of Law, 2008

B.A., Concord University, 2004, *summa cum laude*

Bar Admissions

West Virginia

Washington

Languages

Hindi

Courts

U.S. Court of Appeals, 4th Circuit

West Virginia Supreme Court

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Trump Administration Moves to Eliminate Federal Government's Use of Disparate Impact Theory Liability

Littler ASAP

April 24, 2025

FCC Takes Aim at Media Companies' IE&D Efforts

Littler ASAP

April 14, 2025

EEOC: Employers' Training Can Create a Hostile Work Environment

SHRM

April 3, 2025

Trump EEOC Offers Guidance on 'DEI-Related Discrimination'

Newsweek

March 21, 2025

Fourth Circuit Stays Enforcement of Injunction on IE&D Executive Orders

Littler ASAP

March 15, 2025

Supreme Court likely to lower reverse discrimination pleading standards

Business Insurance

March 4, 2025

Federal Court Enjoins Trump Administration's Broad Attack on DEI

Littler ASAP

February 22, 2025

The DEI backlash: employers 'reframing not retreating'

Financial Times

February 2, 2025

Executive Order Targets Prohibitions Against Sexual Orientation and Gender Expression Discrimination

Littler ASAP

January 31, 2025

President Trump Relies on Executive Orders to Promote Anti-IE&D Policies

Littler ASAP

January 25, 2025

The Supreme Court Case That Will Fuel The Corporate DEI Debate In 2025

Forbes

December 22, 2024

High Court to Review Standard Applied to 'Reverse Discrimination' Cases

Wolters Kluwer

November 1, 2024

High Court to Review Standard Applied to “Reverse Discrimination” Cases

Littler ASAP

October 28, 2024

A Case Study on the First Amendment Defense for Entertainment Industry Employers

Littler ASAP

September 20, 2024

4 Lessons As 7th Circ. OKs Honeywell Firing Of DEI Protester

Law360 Employment Authority

July 19, 2024

11th Circuit Finds Race and Gender-Based Grant Program Likely Unlawful

Littler ASAP

July 10, 2024

Celebrating AANHPI Heritage Month: Finding Community Through the Leadership Council on Legal Diversity

Littler Podcast

May 29, 2024

High Court Ruling May Be ‘Game-Changer’ for Title VII Claims

WorldatWork

May 1, 2024

A Look at the Proliferation of New Legislation Addressing IE&D Across the Country

Littler ASAP

April 25, 2024

High Court Lowers the Bar on Title VII Claims: “Significant” Harm No Longer Required

Littler ASAP

April 18, 2024

4 Questions The Justices' Bias Ruling Leaves To Lower Courts

Law360 Employment Authority

April 17, 2024

Supreme Court makes it easier to file workplace discrimination claims

The Washington Post

April 17, 2024

Supreme Court Appears Ready to Hold Title VII Does Not Require a Materially Adverse Employment Action – Significant Implications for Employers on the Horizon

Littler ASAP

December 13, 2023

California to Require Venture Capital Firms to Report Demographic Information

Littler ASAP

October 19, 2023

California Governor Vetoes Bill Banning Caste Discrimination

Littler ASAP

October 10, 2023

Making a Business Case for DEI Amid Concerns of Legal Challenges

WorldatWork

September 26, 2023

Inching Forward Toward Potential Clarification of Florida's Individual Freedom Act (the "Stop-W.O.K.E." Law)

Littler ASAP

August 28, 2023

California Bill Seeks to Ban Caste-Based Discrimination Statewide

SHRM Online

August 14, 2023

California Bill Seeks to Ban Caste-Based Discrimination State-Wide

Littler ASAP

July 28, 2023

5th Circuit Finds Religious Freedoms Supersede LGBTQ+ Protections

SHRM Online

June 30, 2023

The Supreme Court's Affirmative Action Ruling Will Have Other Impacts

Forbes

June 30, 2023

U.S. Supreme Court Strikes Down Race-Conscious Admissions – What Does it Mean for Employers?

Littler ASAP

June 30, 2023

Affirmative Action Ruling Could Spawn 'Years Of Litigation'

Law360

June 29, 2023

Employers Urged To Dig Deeper For Juneteenth This Year

Law360 Employment Authority

June 16, 2023

The Littler Annual Employer Survey 2023

Littler Report

May 10, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers

Press Release

May 10, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

We're thinking about rolling out some IE&D initiatives – is that the same thing as an Affirmative Action Plan?

Littler 2 the Point Video

March 7, 2023

Seattle Becomes the First U.S. Jurisdiction to Prohibit Caste Discrimination

Littler ASAP

February 28, 2023

4 Employer Tips For DE&I On A Budget

Law360 Employment Authority

February 13, 2023

Balancing Anti-Discrimination Policies with Religious Protections

SHRM Online

January 23, 2023

IE&D Hot Topics for Employers: Looking Back at 2022 and Preparing for 2023

Littler ASAP

January 19, 2023

4 Questions On Discrimination Attys' Minds In The New Year

Law360 Employment Authority

January 5, 2023

How Will the Supreme Court's Review of Two Affirmative Action Cases Affect Employers?

Littler ASAP

November 4, 2022

Littler Lightbulb: Highlighting 25 Tips in Recruiting a Diverse Workforce

Littler ASAP

October 17, 2022

Why Workplace Proselytizing Can Put Employers In A Bind

Law360 Employment Authority

September 16, 2022

Dear Littler: Must we accommodate an employee's religious views in every instance?

Dear Littler

August 30, 2022

An Employer's Guide to Deciding When to Publish a Statement on Current Events

Littler Podcast

June 2, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Corporate Board Diversity: Next Steps for Employers After Court Strikes Down California Board Diversity Law

Littler ASAP

April 18, 2022

What should an employer do to address a discovered symbol of racial hate in the workplace?

Littler 2 the Point Video

March 8, 2022

How can the employer prevent exposure to racial hate symbols, like the confederate flag, in the workplace?

Littler 2 the Point Video

November 16, 2021

How do you create the best job postings to attract the most diverse set of candidates to your applicant pool?

Littler 2 the Point Video

September 22, 2021

How Meaningful Commitment To IE&D Can Enhance A Company's ESG Profile

Corporate Board Member

September 13, 2021

Diversity Referral Bonuses: Advantages and Disadvantages of Increasing Diversity Recruitment By Supercharging Your Employee Referral Program

Littler Podcast

September 2, 2021

Breaking Down Barriers or Putting Up Hurdles With Vendor Diversity Programs

Littler Podcast

July 28, 2021

Tips for Employers Confronting Racially Offensive Symbols in the Workplace

Littler Podcast

June 15, 2021

Social and Political Issues and the Workplace – Implications for Employers

Littler Report

May 12, 2021

Questioning the “Diversity Questionnaire”

Littler Podcast

May 11, 2021

The Promise and Perils of Affinity Groups; Or, How Not to Bargain with your Employee Resource Group

Littler Podcast

April 29, 2021

Recruitment and Staffing Agency Quandaries: Avoiding Claims of Reverse Discrimination in Hiring a Diverse Workforce

Littler Podcast

March 31, 2021

Littler Attorneys Selected for Diversity Leadership Programs

Press Release

March 23, 2021

Is it a good idea to link DE&I objectives to executive compensation?

Littler 2 the Point Video

March 8, 2021

Success by the Numbers: The benefits and pitfalls of measuring Diversity, Equity & Inclusion

Littler Podcast

February 26, 2021

What's Coming to Diversity, Equity & Inclusion in 2021: Your Next Chapter

Littler Podcast

January 29, 2021

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Press Release

January 4, 2021

Diversity, Equity & Inclusion Programming in 2020 and Beyond: The Ghosts of Seasons Past and Future

Littler Podcast

December 14, 2020

Courageous Conversations: An Equity Building Tool for Your Workplace

Littler Podcast

November 16, 2020

Demystifying President Trump's Executive Order on Diversity Training

Littler Podcast

October 26, 2020

New California Law Mandates Corporate Board Diversity

Littler ASAP

October 1, 2020

West Virginia Employment Update: The Mountain State is Becoming Much More Attractive to Employers

Littler ASAP

June 9, 2015

The Supreme Court Speaks on Class Action Waivers in Arbitration Agreements

The Young Lawyer

November 2014

NLRB Outlines Social Media Policies Dos and Don'ts

The Young Lawyer

May 2013

When Johnny and Joanie Come Marching Home Again: Recent Developments in USERRA

Conference Materials

2009

Events & Speaking Engagements

Politics in the Office: Infinitely Spookier than Halloween

October 31, 2024

2024 Littler AI Summit

Washington, DC

September 23, 2024

2024 Pacific Northwest Regional Employer Conference

Portland, OR

September 12, 2024

IE&D Under Attack: Reducing Risk and Seizing the Opportunities in a Vastly Changing Climate

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Special Session: Stuck in the Middle: Finding Your Voice Between a Red Rock and Hard Blue Place

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Inclusion, Equity & Diversity 2.0 – A Panoramic View and Update of IE&D's Hot Issues

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Understanding the Interplay Between Union Organizing and Social Justice in Today's Workplace

February 15, 2023

Littler AI Summit

Washington, DC

September 28, 2022

2022 Kansas City Regional Employer Conference

Kansas City, MO

July 28, 2022

The Ins and Outs of IE&D in U.S. and Non-U.S. Jurisdictions

June 21, 2022

Who Wants to Be a Lawionaire?

Littler Executive Employer Conference

May 5, 2022

A Practical Primer on Inclusion, Equity & Diversity Programs

Littler Executive Employer Conference

May 4, 2022

Littler's Annual Report on the EEOC: Looking Back at FY 2021 Developments and Looking Forward at the Commission's Plans for FY 2022

April 27, 2022

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

Denver Compliance Coffee Talk Webinar: Getting DE&I Right

Denver, CO

September 1, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 29, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 28, 2021

Moving Diversity, Equity and Inclusion Programs Forward - Part 2: A DE&I Training Session - Fostering a Diverse, Inclusive and Respectful Culture

Minneapolis, MN

June 17, 2021

Moving Diversity, Equity and Inclusion Programs Forward - Part 1

April 27, 2021

Equal Justice and the Law: Diversity & Inclusion and Equal Pay Initiatives in the Workplace

December 4, 2020

Moving Diversity, Equity, and Inclusion Programs Forward

November 10, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session Seven

November 6, 2020

Oregon Employer Update: New OR-OSHA Rules, New Paid Leave, and More

October 23, 2020

2020 Legal Update

Seattle, WA

February 18, 2020

#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo

Webinar

October 15, 2019

Navigating Transgender Issues in the Workplace: What Employers Should Know

Charleston, WV

June 21, 2018

A New Bermuda Triangle: Substance Abuse, Testing Policies and Medical Marijuana

WV Chamber of Commerce HR Conference

April 26, 2018

Pregnancy Discrimination

Annual Conference - American Bar Association

July 31, 2015

Books & Book Chapters

- Family & Medical Leave Act, *Bloomberg BNA*, Chapter 3, Eligibility of Employees for Leave, 2013 Supplement, Contributing Author: Eric Iskra
- Employment Discrimination Law, *Bloomberg BNA*, Chapter 5, Failure to Provide a Reasonable Accommodation, 2014 Supplement, 5th Ed., Chapter Associate Editor
- Trade Secret Laws: State Q& A Tool, *Practical Law*, West Virginia, Chapter Co-Author: Eric W. Iskra, Esq.
- *ABA FMLA Treatise*, Chapter 3, Contributing Author, 2017