



## Alyesha Asghar

Shareholder

Co-Chair, EEO & Inclusion 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

### **Trump Disparate Impact Order Shifts Agency Civil Rights Mission**

*Bloomberg Law*

May 5, 2025

### **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