

## Andrew Gray

Associate

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## Practice Areas

Privacy and Data Security  
AI and Technology  
Discrimination and Harassment  
Unfair Competition and Trade Secrets  
International Employment Law

## Overview

Andrew Gray represents and counsels employers on all aspects of workplace privacy and information security in both the U.S. and internationally, including:

- The California Consumer Privacy Act (CCPA), New York SHIELD Act, Virginia Consumer Data Protection Act, and other state data protection laws
- The EU General Data Protection Regulation (GDPR) and other global data protection laws
- Responding to security breaches in compliance with federal and state data breach notification requirements
- Biometric data privacy issues
- Social media and other new technologies
- Platform privacy policies and terms of use
- “Bring-your-own-device” programs, wearable devices, and other technologies in the workplace
- Background checks and use of criminal history, including under the Fair Credit Reporting Act (FCRA) and state “ban-the-box” laws
- The Health Insurance Portability and Accountability Act (HIPAA) and other health laws
- The Federal Wiretap Act
- Employee surveillance and monitoring, including under the Federal Electronic Communications Privacy Act, and Stored Communications Act
- The Telephone Consumer Protection Act

Andrew writes extensively on subjects relating to workplace privacy and information security. He joined Littler directly out of law school, where he was managing editor of the *American Journal of Criminal Law*. Andrew is a former NCAA baseball player, and an Eagle Scout.

## Professional and Community Affiliations

- Member, Sporting Clays Fundraising Committee, Boy Scouts of America

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

## Education

J.D., University of Texas School of Law, 2017

B.A., University of Texas, Austin, 2014, *With Honors*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

## Publications & Press

### **New Year, New Data Protection Laws: What Employers Should Know**

*Littler ASAP*

January 25, 2024

### **As Cyberattacks Rise, Firms Face 'Significantly Broadened' Duty to Protect Worker Data**

*Corporate Counsel*

July 20, 2023

### **Department of Commerce Launches the EU-U.S. Data Privacy Framework: Considerations for Multinational Employers that Transfer EU Personal Data to the United States**

*Littler ASAP*

July 19, 2023

**Chicago Enacts Amendments to and Expands Requirements of its Criminal History Screening Ordinance**

*Littler ASAP*

May 10, 2023

**Illinois expands employment protections for workers with criminal histories**

*HR Dive*

April 7, 2021

**Illinois Imposes New Criminal History Check Requirements on Employers**

*Littler ASAP*

March 26, 2021

**Illinois Legislature Considers a Bill Designed to Slow the Flood of Biometric Privacy Class Actions**

*Littler ASAP*

March 15, 2021

**Navigating Natural Disasters During a Pandemic – Key Considerations for Your Workforce**

*Littler ASAP*

August 28, 2020

**Eight Key Steps Toward Preventing a Damaging Data Breach**

*Printing Industries of America Magazine*

December 2019

**Managing Data Privacy: Collection and Protection of Employee Data**

*American Employment Law Council*

October 25, 2019

**Supreme Court Holds EEOC Charge-Filing Requirement is Not Jurisdictional**

*Littler ASAP*

June 4, 2019

**Unraveling the Newest Development in the Data Protection Juggernaut: What Does the "California Consumer Privacy Act of 2018" Mean for Employers?**

*Littler ASAP*

July 9, 2018

**Which State's Wage Laws Apply When Workers Temporarily Relocate?**

*SHRM Online*

November 28, 2017

**SafeHer, But Not For Him: Title VII Discrimination In Ridesharing**

*26 Stanford Law and Policy Review 13*

2017

**The Unanimity Rule: “Black Swans” and Common Questions in FLSA Collective Actions**

*10 Federal Courts Law Review 1*

2017

**Saving the Jury Trial Waiver Through Forum Selection**

*67 DePaul Law Review 1*

Fall 2017

**“Cloud” Atlas - A Map to Amending Metadata Privacy Law in the Modern Era**

*52 Gonzaga Law Review 147*

2016/2017

**Events & Speaking Engagements**

**Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

December 14, 2023

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019

**The Robot Made Me Do It! – AI in the Workplace**

2019 Dallas Regional Employer Conference

July 18, 2019