

Barbara A. Gross

Shareholder

Co-Chair, Higher Education Industry Group

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Practice Areas

Higher Education

Discrimination and Harassment

Wage and Hour

Unfair Competition and Trade Secrets

Class Action

HR Advice and Counsel

Home Health and Home Care

Overview

Barbara A. Gross is a seasoned attorney with vast litigation and counseling experience that encompasses all employment and labor related matters under federal, state and local employment laws. She represents employers in all aspects of employment law litigation in federal and state courts, before administrative agencies, as well as in arbitrations and mediations. Specifically, she handles matters involving:

- Discrimination
- Harassment
- Wage and hour
- Leaves and accommodation
- Unfair competition
- Whistleblower
- Breach of contract
- The National Labor Relations Act

Her litigation experience includes successfully representing clients in single and multi-plaintiff litigations, as well as class and collective actions.

Barbara also drafts employment-related policies, handbooks and agreements for her clients and conducts training for managers, supervisors and employees on topics such as:

- Leaves and disability related policies and accommodations
- Wage and hour compliance
- Avoiding harassment and discrimination claims
- Investigating employee complaints
- Conducting reductions in force
- Employee discipline and discharge
- Drafting employment agreements
- Remote employee policies
- An array of other employment-related topics

Additionally, Barbara frequently presents to clients, industry groups and other organizations on an array of employment-related topics. These include:

- Avoiding claims of harassment and discrimination
- Employee counseling and terminations
- Wage and hour issues
- Whistleblower claims
- The interplay of the Family and Medical Leave Act, the Americans with Disabilities Act and state disability laws

Barbara has a particular focus representing healthcare and higher education institutions, and she serves as co-chair of Littler's Higher Education Industry Group. Barbara's experience includes representing large and small healthcare entities and universities in employment and student related litigation, administrative matters, investigations and counseling, including in discrimination related matters under Title VII, the ADA, ADEA, the Rehabilitation Act, Title IX, Title VI and other laws. Barbara also regularly represents clients in many other industries including financial services, construction, technology, consumer and retail products and nonprofit corporations.

Barbara previously clerked for the Honorable John C. Lifland (ret.) in the United States District Court for the District of New Jersey.

Professional and Community Affiliations

- Member, New York State Bar Association

Recognition

- Named, Stand-Out Lawyer, *Thomson Reuters*, 2023

Education

J.D., Yale Law School, 1996

B.A., Hofstra University, 1993, *summa cum laude*

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

Publications & Press

OCR Issues FAQs for Schools About Avoiding Racial Preferences Under Title VI

Littler ASAP

March 4, 2025

Trump Bans Transgender Women Athletes from Participating in Athletics

Littler ASAP

February 11, 2025

Recent Executive Orders and Dear Colleague Letter Affecting Educational Institutions

Littler ASAP

February 6, 2025

Higher Ed DEI Practices to Be Reviewed Under President's New Executive Order

Littler ASAP

January 24, 2025

What Should Educational Institutions Do Next for Title IX Now That Biden's Final Rule Was Blocked by a Federal Judge?

Littler ASAP

January 14, 2025

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

Littler ASAP

April 25, 2024

U.S. Department of Education Issues Long-Awaited Final Title IX Regulations

Littler ASAP

April 22, 2024

DOL Updates Guidance on Unpaid Interns, Embracing Circuit Courts' Approach

Littler ASAP

January 22, 2018

Second Circuit Announces New Test For Intern Claims and Puts the Brakes on Class and Collective Claims by Interns

Littler ASAP

July 15, 2015

Physician Denied Leave and Terminated Not 'Employee' Under Federal Discrimination Laws

Society for Human Resource Management (SHRM)

October 29, 2014

7th Circuit: Physician Denied Leave and Terminated Not 'Employee' Under Federal Discrimination Laws

Littler ASAP

October 20, 2014

New York City Law Provides Reasonable Accommodation for Pregnancy, Childbirth, and Related Conditions

Littler ASAP

October 8, 2013

Wage and Hour Class Action Against Replacement Nurse Staffing Agency Settles

Littler ASAP

May 22, 2013

Events & Speaking Engagements

2025 Virtual Nonprofit Roundtable

January 23, 2025

Healthcare Roundtable

Littler Executive Employer, Phoenix, AZ

May 2, 2018

New York Healthcare Industry: A Roundtable Discussion

New York, NY

July 19, 2017

Healthcare Industry Roundtable

May 10, 2017

Implementing the New Overtime Rule - August 18, 2016

New York, NY

August 18, 2016

Implementing the New Overtime Rule - July 28, 2016

New York, NY

July 28, 2016

Implementing the New Overtime Rule - July 21, 2016

New York, NY

July 21, 2016

Implementing the New Overtime Rule - July 14, 2016

New York, NY

July 14, 2016

Implementing the New Overtime Rule - July 7, 2016

New York, NY

July 7, 2016

2016 Hot Topics for New York Employers

New York, NY

June 28, 2016

Healthcare Roundtable

New York, NY

June 2, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

October 6, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

August 13, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

July 30, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

July 23, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

July 16, 2015

No More Half Measures: Getting Serious About Controlling Abuse of Leaves Under the FMLA, ADA and Local Laws

New York, NY

June 18, 2014

The 2011 Littler Health Care Summit

New York, NY

June 8, 2011

New York Employment Law Update 2009

New York, NY

October 6, 2009