



## Bradley C. Tobias

Associate

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## Practice Areas

Discrimination and Harassment  
Unfair Competition and Trade Secrets  
HR Advice and Counsel  
Handbooks and Policies  
Higher Education  
Litigation and Trials

## Overview

Bradley Tobias advises clients in federal and state employment law matters, including issues related to the:

- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Title VII of the Civil Rights Act of 1964
- Section 1981 of the Civil Rights Act
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)

In addition to these areas, Brad counsels and represents plaintiffs and defendants in disputes involving noncompete, nonsolicitation of customers, nonrecruitment of employees and nondisclosure and confidential information agreements. He also has experience representing parties in disputes involving trade secrets, tortious interference with business and contractual relations, breach of fiduciary duty and duty of loyalty, unfair and deceptive trade practices, business defamation, Computer Systems Protection Act violations, Defend Trade Secrets Act claims, Electronic Communications Privacy Act claims, Computer Fraud and Abuse Act claims, Stored Communications Act claims and Telephone Consumer Protection Act claims. In this practice, he has successfully obtained Temporary Restraining Orders and Preliminary Injunctions.

Brad also advises HR professionals and personnel on university and college matters, including Title IX compliance, constitutional due process claims and policy review.

Prior to joining Littler, Brad was an employment and labor attorney at a national law firm, representing private and government contractor employers. Brad also practiced labor and employment law at a mid-sized regional firm. He has previously worked with the Office of Attorney General for the District of Columbia where he defended the District in employment law, civil rights, torts, and other civil cases in local and federal court. Previously, Brad wrote and published more than 200 articles for the blog *Labor & Employment Law Essentials*, which offered employers analyses of emerging labor and employment issues.

## Professional and Community Affiliations

- Board of Directors, Capital City Symphony
- Member, Virginia Bar Association
- Member, Fairfax Bar Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Certified Legal Lean Sigma Institute (LLSI) White Belt

## Education

J.D., William & Mary Law School, 2014

B.A., George Washington University, 2010, *magna cum laude*

## Bar Admissions

District of Columbia

Virginia

Maryland

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. District Court, District of Maryland

## Publications & Press

**Virginia Amends Threshold Compensation Level for Ban on Non-Competes for “Low-Wage Employees”**

*Littler ASAP*

March 26, 2025

**Prince George's County, MD Amends Criminal Background Check Law**

*Littler ASAP*

October 1, 2024

**Maryland Enacts Law Prohibiting Non-Compete Agreements for Veterinary and Healthcare Professionals**

*Littler ASAP*

April 26, 2024

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**DC Council Adopts Expanded Sick Leave, Unemployment Amendments**

*Littler ASAP*

April 8, 2020

**A COVID-19 Guide for Employers in the DMV (DC, Maryland, Virginia)**

*Littler ASAP*

March 26, 2020

**The OFCCP Continues to Crack Down on Pay Discrimination**

*Law 360*

February 8, 2017

**Officious Intermeddling or Protected First Amendment Activity? The Constitutionality of Prohibitory Champerty Law After Citizens United**

*22 Wm. & Mary Bill Rts. J. 1293*

2014

**Events & Speaking Engagements**

**Ask A Littler Attorney: 2024 Hot Topics and New Employment Laws**

February 20, 2024

**2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

**2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022