

## Demery Ryan

Shareholder

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## Practice Areas

Discrimination and Harassment  
HR Advice and Counsel  
Investigations  
Leave and Accommodation  
Litigation and Trials  
Wage and Hour  
Inclusion, Equity and Diversity

## Overview

Demery Ryan is an experienced litigator and trial attorney, defending management clients in employment discrimination, harassment, and retaliation claims as well as wage and hour claims in state and federal courts and in arbitration.

Demery represents a broad range of employers, from start-ups to Fortune 500 companies. She leverages her litigation experience to create customized compliance strategies for clients, with a focus on implementing proactive employment policies to get out ahead of problems before they start. Demery especially enjoys partnering with her clients to advise on all manner of fair employment practices, including hiring practices, workplace accommodations, and performance management, always keeping in mind the individual culture and operational goals of each client.

Demery also facilitates interactive employee and management training sessions for a wide variety of individuals and organizations on harassment prevention, lawful and effective workplace investigations, diversity and inclusion, and other employment issues. Demery additionally has extensive experience conducting impartial investigations into employee complaints. She also provides one-on-one executive coaching (including “last chance” coaching) and small-group training.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of California

- Member, Women Lawyers Association of Los Angeles
- Member, Association of Workplace Investigators
- Former Secretary, Board of Directors, Friends of the Los Angeles County Law Library, 2018-2023

## Recognition

- Named, The Best Lawyers in America®, 2020-2025

## Education

J.D., Columbia Law School, 2001

B.A., University of California, Los Angeles, 1997

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

## Publications & Press

### **Littler Elects Six New Members to 2025 Board of Directors**

*Press Release*

March 17, 2025

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

*Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

### **Effective Sexual Harassment Training in the #MeToo Era**

*Littler Podcast*

June 12, 2018

**From Hollywood to Home Care: Anti-Harassment Initiative Flags Caregiver Concerns**

*Home Health Care News*

January 7, 2018

**Events & Speaking Engagements**

**2024 Southern California Regional Employer Conference**

November 7, 2024

**Engage and Retain Your Most Valued Talent**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

**Disabilities and Reasonable Accommodations - A Practitioner's Guide**

Professionals in Human Resources Association - Santa Clarita Chapter, Santa Clarita, CA

November 9, 2023

**Compliance Training Plus: Fresh Perspectives and Guidance on Compliance Training That Make Sense**

March 22, 2023

**Conducting Lawful Investigations in the Evolving Workplace**

2022 California Virtual Regional Employer Conference

November 2, 2022

**2019 Southern California Employer Conference**

October 23, 2019

**Attention! Interactive Process and Accommodation Boot Camp**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2019

**Interviewing Techniques When Conducting an Investigation**

Association of Certified Fraud Examiners, Los Angeles Chapter

January 23, 2019

**2018 Southern California Regional Employer**

October 26, 2018

**Effective Internal Investigations In The #MeToo Era**

Littler Southern California Employer Conference

October 26, 2018

**Conducting Internal Investigations: Employer's Guide to Legal, Effective, and Defensible Workplace Investigations**

Center for Corrective Management Webinar

September 12, 2018

**Workplace Sexual Harassment – Know Your Rights**

Los Angeles County Law Library Seminar

July 18, 2018

**#MeToo and #WhatsNext**

Leadership Council on Legal Diversity Pathfinder Alumni Meeting

June 22, 2018

**From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training Protocol**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**What If #MeToo Happens To You?**

CalCPA Women's Leadership Forum

April 27, 2018

**Southern California Breakfast Briefing - Los Angeles**

Los Angeles, CA

January 10, 2017

**Assisting Businesses and Employees in Reducing Employment Related Litigation Through Training, Investigations and Pre-litigation Mediations**

Panelist, Beverly Hills Bar Association

June 2014