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® , 2020-2027

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

2025 Southern California Regional Employer Conference
Irvine, CA
November 13, 2025

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