

Denise Tran-Nguyen

Shareholder

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Practice Areas

Privacy and Data Security

Overview

Denise Tran-Nguyen is an experienced litigator who represents employers in all types of employment-related litigation before federal and state courts and administrative agencies. Denise's experience includes defense of employment discrimination, retaliation and harassment claims as well as wage and hour class actions and private attorney general representative actions. Additionally, Denise counsels clients on workplace privacy and information security.

Denise has handled cases in state and federal courts, as well as the administrative level, including the following:

- Obtained summary judgment on behalf of a private government contractor regarding claims of whistleblower retaliation and wrongful termination
- Represented national retailers in employment-related matters ranging from wrongful termination, discrimination, harassment, and trade secret misappropriation to wage and hour claims including failing to pay final wages
- Represented employers in wage and hour representative actions regarding failure to provide meal periods, rest breaks, and business expense reimbursements
- Defended a large insurance company before the California Department of Fair Employment and Housing regarding claims of disability discrimination, harassment, and retaliation
- Represented several employers before the California Division of Labor Standards Enforcement involving wage and hour disputes
- Represented various employers in the retail, restaurant, and technology industries in employment-related matters, including defense of threatened employment litigation, representative actions, terminations and discrimination lawsuits

During law school, Denise served as a judicial extern for the Hon. Judge Janis L. Sammartino of the U.S. District Court for the Southern District of California. She was the chief executive editor for the *San Diego International Law Journal*. Denise also externed at the U.S. Attorney's Office for the Southern District of California and the Attorney General's Office of the California

Department of Justice – Employment & Administrative Mandate Section.

Professional and Community Affiliations

- Member, San Diego County Bar Association
- Member, Pan Asian Lawyers of San Diego

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Named, Super Lawyer, *Super Lawyers*, 2022
- Recipient, CALI Award in Excellence for Highest Grade in Community Property, *University of San Diego School of Law*
- Recipient, High Pass for Highest Grade in Legal Research and Writing, *University of San Diego School of Law*

Education

J.D., University of San Diego School of Law, , *cum laude*

B.S., University of California, Los Angeles,

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Southern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Automated Decisionmaking Technology, Risk Assessments, Cybersecurity and More: Implications of the Proposed CCPA Regulations for Employers

Littler ASAP

December 9, 2024

Court Postpones Enforcement of California Privacy Rights Act Regs

SHRM Online

July 6, 2023

Breathing Room for Employers as Court Enjoins Enforcement of California Privacy Rights Act Regulations

Littler ASAP

July 2, 2023

Final Regs Clear Path for Employers to Complete CPRA Compliance

SHRM Online

June 21, 2023

Finalization of Regulations Clears the Path for Employers to Complete California Privacy Rights Act Compliance Efforts Before June 30, 2023 Deadline

Littler ASAP

June 14, 2023

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Press Release

January 4, 2023

California Privacy Rights Act (CPRA): Employer Obligations

Lexis Practical Guidance

November 18, 2022

California Privacy Rights Act for Employers: Developing and Posting a Privacy Policy for Human Resources Data

Littler ASAP

April 19, 2022

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

Events & Speaking Engagements

California Privacy Rights Act in the Face of Uncertainty: How to Advance Your Organization's Compliance Program While Awaiting Final Regulations

September 22, 2022

California Privacy Rights Act Workshop: Practical Steps for Compliance with Human Resources Data

Littler Executive Employer Conference

May 4, 2022

2021 California Virtual Regional Employer Conference

Sacramento, CA

October 28, 2021