



Dennis Mont Brown

Shareholder

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Practice Areas

Class Action

Litigation and Trials

Discrimination and Harassment

Wage and Hour

Arbitration

Overview

Dennis M. Brown is an experienced litigator with a special emphasis on complex litigation, including:

- Class and collective action avoidance and defense
- Wage and hour litigation and advice
- Sexual harassment
- Employment discrimination
- Wrongful termination
- Employment practices liability insurance matters

He represents clients in state and federal courts and before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, and the California Labor Commissioner. He has experience with claims involving:

- Title VII
- The Fair Labor Standards Act
- The Fair Employment and Housing Act
- The California Labor Code
- California wage and hour laws

In addition to handling state and federal litigation and trial work, Dennis also handles arbitration and mediation. He serves a diverse group of clients, including:

- Large retail chains
- Banks and other financial institutions
- High-technology employers
- Pharmaceutical companies
- Construction companies
- Insurance companies
- Professional sports franchises

Highly-knowledgeable about employment practices liability insurance issues, Dennis has authored several articles on the subject. He also has been interviewed or quoted on the subject by several leading publications and news sources.

Dennis also regularly counsels employers on day-to-day employment law issues, such as compliance with workplace statutes and regulations, personnel policies, and risk management protocols including mandatory arbitration.

Dennis is co-creator of the firm's Risk Management Program. He previously served as office managing shareholder in Littler's San Jose office and was a member of the firm's Board of Directors. He is an initial founding member and past chair of the Governance Committee, as well as the past chair and a current member of the EPLI Committee, founding member and chair of the Board's Finance Committee, member of the firm's Global Board of Directors, and on the Board of Directors of Compliance HR. A frequent speaker before business and professional associations, Dennis has also served as an expert commentator for the national media on issues of sex harassment.

Professional and Community Affiliations

- Member, American Inns of Court
- Former President, William A. Ingram Inn of Court, 2010-2012
- Former Member, Board of Directors, ELT, Inc.

Recognition

- Named, The Best Lawyers in America®, 2010-2023
- Named, Super Lawyer, *Super Lawyers*, 2004, 2006-2007, 2009-2021, 2023

Education

J.D., Santa Clara University School of Law, 1986

B.A., University of California, Berkeley, 1983

Bar Admissions

California

Publications & Press

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

Press Release

August 19, 2021

Law firms are embracing the legal tech boom

San Francisco Business Times

January 29, 2021

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

Press Release

August 20, 2020

Vaccination requirements could pit safety concerns vs. ADA, Title VII

HR Exchange

July 22, 2020

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

Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

Littler Names Lisa “Lee” Schreter as Chair of Board of Directors

Press Release

January 28, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Press Release

September 7, 2012

Judge sends gender bias case against CIGNA to arbitration

National Law Journal

April 19, 2012

New labor laws mean money

Monterey County Herald

January 12, 2012

Legislators, EEOC scrutinize employment ads

InsideCounsel

October 1, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Press Release

September 12, 2011

Wal-Mart's sex-discrimination ruling limits class action worker suits

Silicon Valley / San Jose Business Journal

June 24, 2011

Automatic Meal-Break Class Action Against Hospital Dismissed, Preempted by LMRA

Littler ASAP

October 5, 2010

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Press Release

August 9, 2010

E-mail Faux Pas, Like Ones in Goldman Case, Common

Reuters

April 27, 2010

Guidelines for Avoiding a Gender Stereotyping Claim

InsideCounsel

April 1, 2010

EEOC To Get More Aggressive In 2010, Lawyers Say

Law360.com

January 20, 2010

Virtual Sexual Harassment Nothing To LOL About

Employment Law 360

November 6, 2009

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Press Release

August 14, 2009

Compete without the noncompetete

Silicon Valley / San Jose Business Journal

October 19, 2008

Dennis Brown Urges Employers to Delete Video Resumes

National Law Journal

June 4, 2007

Dennis Brown and Marlene Muraco Highlighted at Monterey Conference

Monterey Herald

January 31, 2007

Marko Mrkonich and Dennis Brown Highlight Littler's Migration Practice

Los Angeles Daily Journal

August 8, 2006

Risky Business

Inc. Magazine

September 2004

Email: When E Stands For Embarrassing

CNET News

May 17, 2002

Bias Suits Forcing Review of HR Practices

Supermarket News

April 1998

Events & Speaking Engagements

New Employment and Labor Laws for 2015

San Jose, CA

January 14, 2015

2012 Employment Law and Leadership Conference

San Jose, CA

January 11, 2012