



Elizabeth Stonhaus

Associate

50 West San Fernando Street
7th Floor
San Jose, CA 95113
main: +1 (408) 998-4150
direct: (415) 288-6399
fax: +1 (408) 288-5686
estonhaus@littler.com



Practice Areas

Investigations
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
HR Advice and Counsel
Leave and Accommodation
Handbooks and Policies

Overview

Liz Stonhaus advises and represents employers in all aspects of employment law with a focus on workplace investigations and other sensitive employee relations matters, including:

- Workplace investigations
- Employee relations matters
- Wrongful termination, discrimination, harassment and retaliation complaints
- Equal Pay Act (EPA) and similar state laws
- Family and Medical Leave Act (FMLA) and similar state leave laws
- Disability accommodation
- Whistleblower claims
- Employee handbooks and personnel policies

Liz's experience as in-house employment counsel and secondee to multinational publicly traded corporations has given her valuable insight into the day to day challenges her clients face. She performs workplace investigations as a secondee and as outside counsel. She provides advice and counsel regarding workplace investigations and employee relations. She has represented employers in federal and state court litigation, arbitration, and before state agencies, including the California Civil Rights Department, the California Department of Labor Standards Enforcement and the Division of Workers' Compensation.

Liz has conducted training seminars for employers regarding discrimination, harassment, bullying and retaliation, as well as the overlap of California employment laws and workers' compensation laws.

Professional and Community Affiliations

- Member, Association of Workplace Investigators
- Member, Bar Association of San Francisco
- Member, Labor and Employment Law Section, Bar Association of San Francisco
- Member, Labor and Employment Law Section, State Bar of California
- Member, Santa Clara County Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025

Education

J.D., Santa Clara University School of Law, 2012

B.S./B.A., Santa Clara University, 2007

Bar Admissions

California

Courts

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Events & Speaking Engagements

2025 California Breakfast Briefing Series - San Jose

January 30, 2025

2020 Virtual California Employer

November 19, 2020

San Jose Breakfast Briefing Series - February Session

San Jose, CA

February 6, 2020

San Jose Breakfast Briefing Series - January Session

San Jose, CA

January 28, 2020