



Ethan D. Thomas

Shareholder

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
Handbooks and Policies

Overview

Ethan D. Thomas devotes the majority of his practice to employment related litigation and administrative proceedings in Utah and Nevada. He has experience in matters involving:

- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act (ADEA)
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Sarbanes-Oxley Act (SOX)
- The Employee Retirement Income Security Act (ERISA)

Ethan advises clients on a broad range of employment issues, including disability accommodation requests, leaves of absence, investigations, discipline and terminations, handbooks and other policies.

Ethan also has experience working as in-house labor and employment counsel for a large multistate casino-entertainment and hospitality corporation. Prior to becoming an attorney, Ethan worked as a journalist in Salt Lake City, Utah. While in law school, Ethan was a member of the Editorial Board of the *New Mexico Law Review*.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Nevada
- Member, Labor and Employment Law Section, Utah State Bar

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025
- Named, Stand-Out Lawyer, *Thomson Reuters*, 2024
- Order of the Coif

Education

J.D., University of New Mexico School of Law, 2012, *magna cum laude*

B.A., Brigham Young University, 2007

Bar Admissions

Nevada

Utah

Courts

Nevada Supreme Court

U.S. District Court, District of Nevada

Utah Supreme Court

U.S. District Court, District of Utah

Publications & Press

Two Utah Laws Related to Religious Expression in the Workplace Take Effect

Littler ASAP

June 5, 2024

Utah Enacts New #MeToo-Inspired Law Related to Confidentiality Clauses

Littler ASAP

February 29, 2024

Utah Prohibits Use of Vaccination Status in Employment Decisions

SHRM Online

March 23, 2023

Utah Enacts Law Restricting Use of Vaccination or Immunity Status in Employment Decisions

Littler ASAP

March 21, 2023

Utah Enacts Law Allowing Employers to Obtain Workplace Violence Protective Orders

Littler ASAP

March 20, 2023

Utah Amends Vaccination and Testing Requirements to Include Exemption for Previous COVID-19 Infection

Littler ASAP

March 23, 2022

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

Utah Enacts Law Related to COVID-19 Vaccination and Testing Requirements in the Workplace

Littler ASAP

November 29, 2021

Utah State Legislature Clarifies: Private Employers Not Required to Accommodate Use of Medical Cannabis; Public Employers Held to Different Standard

Littler ASAP

March 11, 2020

Littler Recognized by Leadership Council on Legal Diversity as a 2019 Top Performer and Selected for the 2019 Compass Award

Press Release

November 1, 2019

What to Keep and What to Toss: Compliance with Record-keeping Requirements for Utah Employees

Utah Business

June 5, 2017

Nevada Clarifies Medical Marijuana Law and Enacts New Law on Arbitration Agreements

Littler ASAP

February 7, 2014

The EEOC's 2013-2016 Strategic Enforcement Plan

Nevada Lawyer

July 2013

The Confrontation Clause and New Mexico's Short-Lived Acceptance of Surrogate Forensic Witnesses

New Mexico Law Review, Vol.42, No. 1

2012

Events & Speaking Engagements

Salt Lake City Breakfast Briefing

Salt Lake City, UT
November 7, 2024

2024 Nevada Regional Employer Conference

Las Vegas, NV
October 16, 2024

Managing Legal Compliance and Workplace Culture in the Nevada Cannabis Industry

August 1, 2024

Legal Update for Utah Employers

July 10, 2024

2023 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV
October 24, 2023

2023 Nevada Regional Employer Conference - Reno

Reno, NV
September 28, 2023

2022 Nevada Regional Employer Conference - Reno

Reno, NV
September 13, 2022

2022 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV
September 8, 2022

Vaccines and Returning to Work: How the Pandemic Is Changing ADA Workplace Accommodations - Utah Edition

Salt Lake City, UT
October 27, 2021

Vaccines and Returning to Work: How the Pandemic is Changing ADA Workplace Accommodations

Nevada Virtual Regional Employer Conference
September 14, 2021

Post-Election Impact: What to Expect Under a Biden Administration

February 18, 2021

2020 Nevada Virtual Employer

October 29, 2020

Reopening Utah: Preparing for Anticipated Litigation in the Post-COVID World

July 10, 2020

Reopening Nevada: Preparing for Anticipated Litigation in the Post-COVID World

June 24, 2020

A Legal Update: Answers to Utah Employers' Questions

April 28, 2020

A Legal Update: Answers to Nevada Employers' Pressing Questions

April 14, 2020

Responding to Workplace Violence: What Would You Do If...

Nevada Employer Conference

September 19, 2019

A Practical Approach to the Americans with Disabilities Act: Applying Performance and Conduct Standards to Employees with Disabilities

April 17, 2018