



James F. Bryton

Of Counsel

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Practice Areas

Arbitration
Class Action
Discrimination and Harassment
Audit Services
HR Advice and Counsel

Overview

James F. Bryton focuses his practice as a labor and employment trial attorney. Utilizing his years of experience as a litigator, James provides training sessions regarding best practices for in-house and human resources professionals. He also advises on issues including onboarding matters, leaves of absence and accommodations, performance management and discipline, discrimination, harassment, employment policy development and implementation, wage and hour issues, and worker classifications.

Prior to joining Littler, James litigated employment discrimination, sexual harassment, and hostile work environment claims as senior counsel in the Labor and Employment Division of the City of New York. Previously, he practiced at a mid-size general litigation firm. James spent the first three years of his legal career serving the City of New York at the New York City Law Department in the Special Federal Litigation Division. While there, he primarily litigated civil rights claims filed against the New York City Police Department and the New York City Department of Correction in the Eastern and Southern Districts of New York. During this time, he successfully tried three civil trials.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025
- Named, Cardozo Scholar, *Benjamin N. Cardozo School of Law*
- Dean's List, *University of Kansas*

Education

J.D., Benjamin N. Cardozo School of Law, , *cum laude*

B.G.S., University of Kansas,

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

U.S. District Court, Northern District of New York

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Social and Political Issues and the Workplace – Implications for Employers

Littler Report

May 12, 2021

Discovery of Personnel Records in Employment Discrimination Cases

New York Law Journal

July 2, 2020

Events & Speaking Engagements

Attorney Misconduct in Employment Depositions: Avoiding Rule 30(d)(2) Sanctions While Protecting Client Interests: Sanctionable Conduct, Types of Sanctions, Bringing and Defending Motions for Sanctions

Strafford, A BARBRI Company

October 9, 2024

Expert Witnesses in Employment Litigation: Rule 702 Amendments, Impact on Witness Selection and Daubert Challenges

Strafford, A BARBRI Company

May 22, 2024

Discovery Requests in Employment Litigation Under the Heightened Scrutiny of Rules 26(b) and 34(b)

Strafford, A BARBRI Company

July 19, 2023

Drafting and Arguing Powerful Motions

The Rossdale Group

December 15, 2022

Discovery Requests in Employment Litigation

Strafford, A BARBRI Company

January 19, 2022

Discovery Requests in Employment Litigation

Strafford, A BARBRI Company

January 21, 2021