

## Jay Zhang

Associate

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## Practice Areas

Healthcare  
Higher Education  
Discrimination and Harassment  
HR Advice and Counsel  
Whistleblowing, Compliance and Investigations  
Litigation and Trials  
Leave and Accommodation

## Overview

Jay Zhang is a litigator and a trusted advocate for employers navigating the complexities of today's workplace laws.

Jay's practice focuses on complex employment litigation. He routinely represents employers in a broad range of disputes and consistently obtains favorable outcomes in matters involving harassment, discrimination, retaliation, and leave and accommodation issues. A strategic and agile litigator, Jay often handles complex disputes for hospitals, educational institutions, and other major businesses involving sophisticated employment questions and other significant issues of federal and state law.

Beyond litigation, Jay is dedicated to helping companies stay ahead of risk. He regularly advises employers on compliance with federal, state, and local employment regulations and partners with HR leaders and management teams to implement practical, forward looking workplace strategies.

Before joining Littler, Jay practiced at a national law firm, where he maintained a complex commercial litigation practice with a particular focus on employment and business disputes in the healthcare, energy, and insurance sectors.

Jay served as chief notes and comments editor of the *Houston Law Review*. Outside of his practice, he is active in local pro bono initiatives.

## Professional and Community Affiliations

- Vice President of Community Relations, Asian American Bar Association, 2025-2026
- Member, Houston Volunteer Lawyers, 2024-2026
- Member, Social Committee, Asian American Bar Association, 2024-2025
- Member, Gala Committee, Asian American Bar Association, 2023-2024
- Member, Texas Young Lawyers Association

## Recognition

- Order of the Barons Honor Society, *University of Houston Law Center*

## Education

J.D., University of Houston Law Center, 2018, *cum laude*

B.S., McGill University, 2014

## Bar Admissions

Texas

## Languages

Mandarin

French

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas