Jessica T. Travers

Office Managing Shareholder

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Practice Areas

Discrimination and Harassment
Wage and Hour
Whistleblowing, Compliance and Investigations
Class Action
Litigation and Trials

Overview

Jessica Travers has extensive experience counseling and advising employers on a wide range of cutting-edge workplace issues, including employment policies and procedures, internal investigations, accommodation requirements, leaves of absence, wage and hour compliance and remediation, employment-related agreements, terminations, discipline, disability access laws, and manager and employee training. Jessica works with employers of all sizes in an array of industries, including energy, hospitality, retail, e-commerce, technology, healthcare, federal contracting, real estate, and transportation and logistics. Jessica is highly sought after by clients because of her ability to efficiently identify and resolve potential areas of liability and exposure in a proactive, practical, way.

Jessica has successfully defended clients in class action, multiplaintiff, and single plaintiff actions in federal and state courts and agencies, appellate courts, and arbitral forums. She has successfully enforced arbitration agreements, obtained denials of class certification, and has had conditionally certified wage-hour collectives decertified. Jessica has experience handling legally complex and factually challenging cases. Jessica has tried numerous cases to a verdict in state and federal courts and has represented clients in numerous arbitrations. Her jury trial and final arbitration hearing experience includes multiple Florida Whistleblower Act cases, as well as cases involving alleged discrimination and retaliation.

She has obtained awards of summary judgment in favor of employers in numerous cases, including:

- Claims for discrimination, harassment, and retaliation brought under Title VII, the Age Discrimination in Employment Act, and the Florida Civil Rights Act

- Claims brought under the Family Medical Leave Act and Americans with Disabilities Act
- Claim brought under the Equal Pay Act
- Claims brought under the Florida Whistleblower Act
- Claims brought under the Fair Labor Standards Act

Jessica has had numerous appellate court victories, including claims brought under Title VII, the Age Discrimination in Employment Act, and the Fair Labor Standards Act. She has also litigated whistleblower claims under Sarbanes-Oxley and AIR21 and handled investigations and enforcement actions with numerous other federal agencies, including the U.S. Department of Labor, OSHA, and the OFCCP.

Jessica is listed in *Chambers USA* and *Best Lawyers in America.*

Professional and Community Affiliations

- Board Member, Women's Center of Jacksonville

Recognition

- Named, The Best Lawyers in America®, 2021-2027
- Ranked, Labor & Employment, *Chambers USA*, 2020-2024

Education

J.D., Tulane University Law School, 2005, *cum laude*
B.S., University of Florida, 2002

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit
U.S. District Court, Middle District of Florida
U.S. District Court, Southern District of Florida
U.S. District Court, Northern District of Florida

Publications & Press

Labor & Employment World Cup 2026: Florida v. Brazil on Digital Privacy
Littler ASAP
June 24, 2026

Littler Ranked in 2024 Chambers USA Guide
Press Release

June 6, 2024

Decking the Halls, Lighting the Candles, and Playing the Music….Workplace Wage and Hour Compliance Issues During the Holidays
Association of Corporate Counsel North Florida
May 24, 2024

Littler Recognized in 2023 Chambers USA Guide
Press Release
June 6, 2023

Littler Ranked in Chambers USA Guide 2022
Press Release
June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers
Press Release
August 19, 2021

Shareholder Jessica Travers Returns to Littler's Orlando Office
Press Release
April 27, 2021

Breaking Down the Ins and Outs of Service Animals
Jacksonville Business Journal
March 29, 2019

Is Eliminating Gratuities the Next Hospitality Trend?
Hotel News Now
January 17, 2017

Data Can Help Hotel Executives Manage Workforce
Hotel News Now
October 29, 2016

Zika Virus – Concerns for U.S. Employers and Protections for Employees
Littler ASAP
August 5, 2016

The EEOC's Final Rules for Wellness Programs
Hotel News Now
July 18, 2016

Littler Elevates 16 Attorneys to Shareholder
Press Release
January 2, 2014

Events & Speaking Engagements

2024 Florida Regional Employer Conference
Orlando, FL
November 14, 2024

With a Little Help From My Friends – A Pragmatic Playbook for AI Adoption in HR
ACC North Florida
November 1, 2023

2023 Florida Regional Employer Conference
Miami, FL
October 12, 2023

Florida Friday Series - It's the Most Wonderful Time of the Year: Holiday Employment Faux Pas
Miami, FL
December 3, 2021

Ten Tips for Noncompetes in Florida
SHRM Jacksonville Annual Conference and Expo
April 11, 2019

Who Let The Dogs...In? Service, Therapy, and Support Animals
BOMA Jacksonville
March 19, 2019

#MeToo: The Intersection of HR and PR
North Florida Public Relations Society of America
May 8, 2018

The Employee Handbook: The Good, The Bad, And The Absolutely Critical
SHRM Jacksonville Annual Conference and Expo
April 13, 2018

Legalized Marijuana and the Future of the Drug-Free Workplace
2017 Annual Legal Update, SHRM Jacksonville, Jacksonville, FL
December 7, 2017

2017 Florida Employer Conference
Miami, FL
October 17, 2017

Legalized Marijuana and the Future of the Drug-Free Workplace
2017 HR Florida Conference & Expo, Orlando, FL
August 29, 2017

What Does a Trump Administration Mean for Employers?
Miami, FL
January 31, 2017

There's No Debate About It: Winning Practices for Conducting Lawful Investigations
Association of Corporate Counsel - South Florida Chapter, Fort Lauderdale, FL
September 30, 2016

A Guide to Lawfully Hiring the Best Applicants
SHRM Jacksonville, Jacksonville, FL
September 23, 2016

Workplace Investigations: Social Media, Confidentiality & Attorney-Client Privilege
2016 HR Florida Conference & Expo, Orlando, FL
August 29, 2016

Five Key HR Issues for 2016 – From Reacting to Whistleblowing Allegations to Dealing with FMLA Abuse
2016 HR Florida Conference & Expo, Orlando, FL
August 29, 2016

Meeting the Challenges: Leaves, Health Issues & Accommodations
2016 SHRM Jacksonville Annual Conference & Expo, Jacksonville, FL
April 29, 2016

Blame the New Workplace! Navigating HR Challenges Created by Workplace 3.0
2015 Conference & Expo - HR Florida, Orlando, FL
September 1, 2015

Boot Camp: Key Employment Law Issues for the Hospitality Industry
Miami, FL
April 9, 2015

ADA in Real Life: Reasonable Accommodation Considerations
2014 Conference & Expo - HR Florida, Orlando, FL

October 6, 2014

Conducting Lawful Investigations: An Interactive Program for Internal Investigators
Miami, FL
March 13, 2014

Recent Updates in Labor and Employment Law
Broward Society for Human Resource Professionals
Summer 2009

Top Ten Tips for New Associates
Seminar for 2008 and 2009 participants in the ABA Judicial Internship Opportunity Program
2008 & 2009