



## Jessica T. Travers

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®, 2021-2025
- 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

### 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