

## Kevin P. O'Neill

Principal | Senior Director, Littler Learning Group

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## Practice Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Investigations  
HR Advice and Counsel  
Inclusion, Equity and Diversity

## Overview

After two decades of advising management on employment relations issues, Kevin O'Neill currently focuses his practice on helping employers implement prevention practices and maintain compliance. As the senior director of the Littler Learning Group (LLG), he oversees the firm's employment law and corporate compliance client training programs. He helps ensure the programs meet each client's unique needs and incorporate the firm's best legal practices and cutting-edge learning techniques. He has conducted training and employment counseling for more than 100,000 executives, decision-makers, human resource professionals and employees throughout the United States on a wide variety of topics, such as:

- Harassment
- Diversity
- Ethics
- Leadership
- Performance
- Investigations
- Compliance
- Title VII
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- Federal Sentencing Guidelines

- State statutes

Kevin brings a diverse skill set to his practice. He is a certified executive coach. He has a background in stage, film and video and is a member of the Screen Actors Guild. He collaborates with the firm's practice groups to produce innovative presentation features and prevention services for the firm's clients. In addition, he develops and reviews employee handbooks, policies, and codes of conduct and conducts compliance and training audits.

Kevin works with clients across the country in industries that include:

- Pharmaceuticals
- Bio-technology
- High-technology
- Legal
- Health Care
- Retail
- Manufacturing
- Construction
- Finance
- Accounting

Prior to his legal career, Kevin had his own training firm, which focused on employment law, performance management, leadership and communication skills training. He was also a featured presenter for CareerTrack, a nationally-renowned training organization.

In law school, Kevin served as an editor for the moot court board.

## Professional and Community Affiliations

- Member, California Bar Association
- Member, New York State Bar Association
- Facilitator, International Center for Non-Violent Communication

## Education

J.D., Fordham University School of Law, 1985

B.A., Boston College, 1981

## Bar Admissions

California

New York

## Publications & Press

**Can an employer regulate its employees' political speech or activity in the workplace?**

*Littler 2 the Point Video*

October 3, 2024

**The Overlooked Benefits of Workplace Harassment Prevention**

*Risk Management*

October 5, 2023

**How can we be proactive about addressing conflict in the workplace?**

*Littler 2 the Point Video*

May 17, 2023

**The Rise in Antisemitism in America**

*Littler Podcast*

April 7, 2023

**Real Cost, Real Value: Harassment Prevention and DEI Training in Staffing**

*American Staffing Association*

November 9, 2021

**Understanding the Costs of Harassment Prevention and DEI Training**

*American Bar Association (ABA)*

May 14, 2021

**Understanding the Costs of Harassment Prevention and DEI Training**

*Business Law Today*

May 3, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**Littler Mendelson Goes All In on Video**

*Attorney at Work*

November 13, 2019

**Games People Play—To Learn**

*Training Magazine*

September 12, 2019

**California Pushes Back Start Date for Small Business Anti-Harassment Training Requirement**

*Littler ASAP*

September 3, 2019

**What Do California's New Training Requirements Mean for Staffing Firms?**

*SHRM Online*

February 21, 2019

**What Do California's New Sexual Harassment Training Requirements Mean for Staffing Firms?**

*Littler ASAP*

February 14, 2019

**Time to Reset Your Anti-Harassment Training Schedule for Supervisory Employees in California**

*Littler ASAP*

January 17, 2019

**“Charting” a Course for the New Year: A Summary of California’s Expanded Employer Training Duties**

*Littler ASAP*

January 3, 2019

**Delaware Mandates Sexual-Harassment Training**

*SHRM Online*

September 12, 2018

**Delaware Adopts Law Expanding Sexual Harassment Protections and Requiring Employee Training**

*Littler ASAP*

August 30, 2018

**Investigations in the #MeToo Environment: The Importance of Planning Before A Harassment Complaint**

*Littler Podcast*

June 20, 2018

**Bloomberg Law’s VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**How Can Employers Compete with this Sporting Trifecta? The Super Bowl, Olympics, and March Madness Approach**

*Littler ASAP*

February 1, 2018

**Why Sexual Harassment Training Doesn’t Stop Harassment**

*The Washington Post*

November 17, 2017

**Are Your Compliance Training Efforts Keeping Pace With Industry Standards?**

*Littler Podcast*

October 18, 2017

**How to Create a Culture of Civility**

*SHRM Online*

March 20, 2017

**The Continuing Expansion of Sexual Harassment Training Requirements in California**

*Littler ASAP*

November 11, 2016

**Conducting Internal Workplace Investigations – Are You Prepared?**

*Littler Podcast*

September 6, 2016

**Taking Workplace Training to the Next Level: EEOC Task Force Recommends Live, Interactive Harassment Prevention Training**

*Littler ASAP*

June 29, 2016

**Eight Steps Toward Eliminating Workplace Bullying**

*The National Law Journal*

August 24, 2015

**California employers mull new workplace bullying regulations**

*InsideCounsel*

March 10, 2015

**Time to Stand Up To Workplace Bullies**

*Human Resource Executive Online*

December 8, 2014

**Employers should be ‘bully’ over new training requirement**

*Daily Journal*

September 23, 2014

**Recommendations for Employers After Increasing Levels of Workplace Retaliation Reported in National Survey**

*Corporate Compliance Insights*

February 24, 2012

**Increasing Levels of Workplace Retaliation Reported in National Survey**

*Littler ASAP*

January 13, 2012

**Making Mandatory Training Memorable Through Innovative Design**

*Littler ASAP*

September 27, 2010

**The Big Picture Behind the Numbers – New EEOC Data Continues a Heightened Trend**

*Littler ASAP*

February 9, 2010

**Events & Speaking Engagements**

**Conducting Lawful Investigations in the New Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

November 19, 2020

**Conducting Investigations in a Virtual World**

October 15, 2020

**Anti-Harassment Compliance Training for 2020 and Beyond**

September 30, 2020

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

September 17, 2020

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

June 18, 2020

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

March 19, 2020

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

November 14, 2019

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

September 19, 2019

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

June 20, 2019

**#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo**

Boston, MA

June 11, 2019

**Internal Investigations Q&A**

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

**Conducting Legal Investigations in the Wake of #MeToo**

Denver, CO

April 18, 2019

**A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

March 21, 2019

**A Supervisor's Guide to Preventing Workplace Harassment (California and National)**

November 15, 2018

**A Supervisor's Guide to Preventing Workplace Harassment (California and National)**

September 20, 2018

**A Supervisor's Guide to Preventing Workplace Harassment (California and National)**

June 21, 2018

**From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training Protocol**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**A Supervisor's Guide to Preventing Workplace Harassment (California and National)**

March 15, 2018

**Preventing Workplace Harassment (California and National)**

December 14, 2017

**Conducting Lawful Workplace Investigations**

Tysons Corner, VA

November 16, 2017

**Preventing Workplace Harassment (California and National)**

November 16, 2017

**Preventing Workplace Harassment (California and National)**

October 19, 2017

**Service Animal Accommodations**

San Francisco, CA

October 19, 2017

**Preventing Workplace Harassment (California and National)**

August 17, 2017

**Preventing Workplace Harassment (California and National)**

May 18, 2017

**Conducting Efficient, Effective, and Lawful Workplace Investigations**

The 2017 Executive Employer® Conference, Phoenix, AZ

May 12, 2017

**Preventing Workplace Harassment (California and National)**

February 16, 2017

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

December 15, 2016

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

November 17, 2016

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

October 20, 2016

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

September 15, 2016

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

Charlotte, NC

September 13, 2016

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

August 18, 2016



**Monthly Webinar: Preventing Workplace Harassment (California and National)**

July 21, 2016

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

June 16, 2016

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

May 19, 2016

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December 18, 2014

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

November 20, 2014

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

October 16, 2014

**The 2014 Atlanta Employer Conference**

Atlanta, GA

October 9, 2014

**Blame The New Workplace! Navigating Challenges Created by Today's Workplace**

Littler Mendelson, Atlanta, GA

October 9, 2014

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

September 18, 2014

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

August 21, 2014

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

July 17, 2014

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

June 19, 2014

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May 15, 2014

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March 20, 2014

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February 20, 2014

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December 19, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

November 21, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

October 17, 2013

**Conducting Lawful and Effective Global Investigations**

Chicago, IL

September 25, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

September 19, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

August 15, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

July 18, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

June 20, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

May 16, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

April 18, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

March 21, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

February 21, 2013

**Monthly Webinar: Preventing Workplace Harassment (California and National)**

January 17, 2013

**Preventing Workplace Harassment (California and National) - Monthly Webinar**

November 15, 2012

**Conducting Lawful Investigations: Just The Facts**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Understanding, Preventing & Responding to Bullying and Harassment in Schools**

April 15, 2011

**The 2010 Public School Employer**

San Jose, CA

October 29, 2010

**Kevin O'Neill to present at the State & Federal Laws Affecting Background Checks: What's New in 2007**

May 9, 2007

**Kevin O'Neill Presents: Conducting Lawful Investigations: Practical Skills for HR Professionals - HR Week West**

February 20, 2007

**An Executive Overview: Workplace Ethics & Compliance**

December 5, 2006