

## Lisa Coleman

Senior Associate

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## Practice Areas

Discrimination and Harassment  
Leave and Accommodation  
Litigation and Trials  
Handbooks and Policies  
Retail

## Overview

Lisa Coleman works across all areas of employment law focusing mainly on day-to-day advisory work and litigation support. She has significant experience in defending high value and complex litigation, particularly in leading on strategic decisions on long-running disputes. She has particular knowledge and interest in discrimination, sexual harassment and whistleblowing cases, often where claimants are seeking multiple millions of pounds in remedy, as well as experience in High Court proceedings for breach of contract. She is particularly interested in discrimination claims and regularly supports clients with difficult employee grievances, disciplinaries, redundancies and employee exits.

She also focuses on advising regarding data protection issues and has experience in managing and responding to data subject access requests and helping employers comply with their data protection obligations. Additionally, she has provided various training sessions to clients on this topic and has developed guides and step-plans to support employers with compliance.

Lisa regularly provides support on day-to-day matters such as advising on the enforceability of restrictive covenants, carrying out employment contract and handbook audits and coordinating the roll out of global contracts.

Lisa has discussed her thoughts on some of the most significant labour and employment law risks facing organisations across the globe, including a progressive workplace policy all employers should consider implementing and how employers can create safer, more inclusive workplaces.

Lisa also plays a key role in the firm's CSR efforts and holds the relationship with the London Legal Support Trust and encourages the team to get involved in charitable initiatives such as the London Legal Walk, Great Legal Bake Off and annual

pub quiz. She also regularly volunteers at the Bethnal Green Pro Bono Clinic.

## Professional and Community Affiliations

- Member, Employment Lawyers Association

## Recognition

- Named, Tomorrow's Leaders, *International Employment Lawyer*, 2024
- Named, Recommended Lawyer, *Legal 500*, 2021, 2025-2026

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

### **EHRC race discrimination fund supported 27 cases in 2022/23**

*Personnel Today*

October 9, 2024

### **UK Tribunal Overturns Dismissal for Prank at Work: A Win for Workplace Banter?**

*Littler ASAP*

March 29, 2024

### **Littler Global Guide - United Kingdom - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

### **UK Government Provides Details on Non-Compete Three-Month Limit**

*Littler ASAP*

May 23, 2023

### **UK Follows US FTC Proposal and Issues its Own Non-competes Proposals**

*Littler ASAP*

May 10, 2023

### **Will Europe Follow the Proposed U.S. Ban on Non-competes?**

*Littler ASAP*

May 2, 2023

### **Know the boundaries | The 'banter' excuse just keeps popping up in employment tribunals**

*HR Grapevine*

April 28, 2023

**People are going to employment tribunals over ‘banter’**

*Metro*

April 23, 2023

**UK Employment Appeals Tribunal Upholds Dismissal of Employee who Refused to Work for COVID-related Safety Reasons**

*Littler ASAP*

July 6, 2022

**Workplace ‘banter’ is becoming increasingly problematic**

*Fortune*

May 4, 2022

**Office Banter Related Cases Rise in UK Employment Tribunal**

*Bloomberg*

May 4, 2022

**UK: Automatically Unfair COVID Dismissals**

*Littler ASAP*

January 27, 2022

**UK: Mandatory vaccines for the workplace – worth a shot?**

*Littler ASAP*

April 1, 2021

**UK: Forcing employees to get a vaccine – worth a shot?**

*Littler ASAP*

December 18, 2020

**UK: How to Handle Tricky Categories of Employees When Returning to Work**

*Littler ASAP*

August 12, 2020

**UK: What constitutes a protected philosophical belief?**

*Littler ASAP*

February 10, 2020

**Littler Global Guide - European Union - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**Littler Global Guide - United Kingdom - Q3 2019**

*Littler Global Guide Quarterly*

October 16, 2019

**UK: Court Upholds Dismissal Based on Workplace Proselytizing**

*SHRM Online*

September 23, 2019

**GDPR Certification Is Coming to the UK...**

*Littler ASAP*

August 5, 2019

**Littler Global Guide - United Kingdom - Q2 2019**

*Littler Global Guide Quarterly*

July 17, 2019

**UK Court Upholds Dismissal Based on Religious Employee's Workplace Proselytizing**

*Littler ASAP*

June 14, 2019

**UK: Employers Can Discipline Workers Before a Criminal Investigation Ends**

*Littler ASAP*

May 14, 2019

**Littler Global Guide - United Kingdom - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**UK Plaintiff – a White, Straight Man Not Selected for a Job – Prevails in Discrimination Claim**

*Littler ASAP*

April 8, 2019

**UK: From Alcoholism to Exhibitionism—When the Law Says a Condition is Not a Disability**

*Littler ASAP*

February 12, 2019

**Littler Global Guide - United Kingdom - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

**Littler Global Guide - United Kingdom - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**UK Adopts New Trade Secret Regulations: Are Your Trade Secrets Protected?**

*Littler ASAP*

August 6, 2018

**UK Supreme Court Finds Leaks in Pimlico's Independent Contractor Model**

*Littler ASAP*

July 26, 2018

**Littler Global Guide - European Union - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Littler Global Guide - United Kingdom - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018