



Michelle Gomez

Shareholder

Senior Director, Engagement & Development

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Practice Areas

Inclusion, Equity and Diversity
Discrimination and Harassment
Unfair Competition and Trade Secrets
Whistleblowing, Compliance and Investigations
Litigation and Trials

Overview

Michelle Gomez creates and oversees Littler’s firmwide onboarding and integration programs for all newly hired talent, as well as for individuals moving positions within the firm. She manages all aspects from the first interview through the initial 18 months of employment, serving as a talent liaison to introduce new hires across the firm, and assisting in individual onboarding and integration plans. Michelle additionally oversees the firm’s internal trainings, including the orientation training called Littler Academy, level-specific training, skills-based training, leadership training, and practice group-specific training. In her role, Michelle also liaises with the firm’s offices, providing engagement ideas and also overseeing coaching needs, and oversees events such as the Global Wellness Challenge. Michelle also works very closely with the Chief IED Officer to ensure that the firm’s inclusion, equity, and diversity commitments are reflected throughout Littler’s talent lifecycle.

In addition, Michelle continues to represent and advise employers on a wide variety of employment matters, including claims based on age, race, color, national origin, and sexual discrimination, harassment, and retaliation. She has defended clients in employment-related disputes before federal and state courts, the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, and the Montana Human Rights Bureau. Michelle’s recent trial experience includes two federal court jury trials, a federal court bench trial, a state court jury trial, and numerous arbitrations in Colorado and Montana, all of which concluded favorably for Littler’s clients.

Michelle is a member of the Women's Leadership Initiative (WLI) Steering Committee, co-chair of Littler's Career Advocacy Program, and a member of the Reunion affinity group for Littler's Latinx attorneys.

Prior to joining Littler, she practiced commercial litigation in New York City, Denver, Colorado, and Albuquerque, New Mexico.

Professional and Community Affiliations

- Participant, Colorado General Counsel Group Advisory Program
- Mentor, City Year
- Volunteer, The Denver Hospice
- Mentor, Colorado Attorney Mentoring Program

Recognition

- Named, Top Lawyer, *5280 Magazine*, 2021

Education

J.D., University of Michigan Law School, 2008, *cum laude*

B.A., Rice University, 2002, *cum laude*

Bar Admissions

Colorado

New York

New Mexico

Montana

Courts

U.S. District Court, District of Colorado

U.S. District Court, District of Montana

Publications & Press

How Law Firms Can Counteract The Loneliness Epidemic

Law360

March 4, 2025

Littler Appoints New Co-Chairs for Critical IE&D Mentorship and Sponsorship Programs

Press Release

January 31, 2023

Littler Names Shareholder Michelle Gomez as Senior Director of Onboarding & Integration

Press Release

October 10, 2022

Littler Helps Diverse Attys Find Mentors With SOAR

Law360 Pulse

May 11, 2022

Littler’s SOAR Program Takes Off

Press Release

April 12, 2022

What issues should be considered when determining whether the “right to control” factor will weigh in favor of an independent contractor determination?

Littler 2 the Point Video

March 22, 2022

Montana Makes Significant Changes to State Employment Laws

SHRM Online

June 1, 2021

Montana Legalizes Marijuana for Recreational Use and Will Protect Lawful Off-Work Use

Littler ASAP

May 25, 2021

Montana Makes Significant Changes to State Employment Laws

Littler ASAP

May 14, 2021

Bill Proposes Sweeping Expansion of Colorado Anti-Discrimination Statute

Littler ASAP

March 15, 2021

How I Made Partner: Littler Mendelson's Michelle Lynn DiCuollo

Law.com

May 1, 2020

Labor and Employment Issues Facing the Healthcare Industry

Littler Report

July 11, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Littler Elevates 28 Attorneys

Press Release

January 2, 2019

Fifth Circuit Opines on when Claims may be Properly Maintained under ERISA § 502(a)(1)(B) Versus § 502(a)(3)

Littler ASAP

November 8, 2018

Seventh Circuit Opines on "Reasonable Factor Other Than Age" Defense to ADEA Claim Stemming from Benefit Plan Elimination

Littler ASAP

September 26, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

The Montana Supreme Court Issues a Favorable Opinion for Employers of Seasonal Employees in “For Good Cause” State

Littler ASAP

December 1, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Courts Differ on Subpoena Power of Arbitrators Over Non-Parties

New York Law Journal

March 25, 2009

Events & Speaking Engagements

2024 Rocky Mountain Regional Employer Conference

Denver, CO

October 18, 2024

How Employers Can Best Protect Themselves in Montana

September 11, 2024

2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

Federal and State Employment Law Highlights

Senior Women's Corporate Counsel

November 5, 2022

Game Changers: Top Compliance and Litigation Plays to Protect Your Company in 2022

Rocky Mountain Employer Conference

October 27, 2022

Navigating Disability and Accommodation Issues in a Pandemic/Post-Pandemic Era and Other Related Issues

Panelist, ACC Mountain West Webinar

October 12, 2022

2022 Employment Law Update – Montana Edition

June 8, 2022

2021 Rocky Mountain Virtual Regional Employer Conference

Denver, CO

October 6, 2021

Navigating Montana's Laws Regarding Vaccination Status and Discrimination and WDEA Claims

October 5, 2021

COVID-19: Its Impact on Employment Litigation, How Best to Prepare Your Company, and What the Future of Litigation May Hold

Denver, CO

August 4, 2021

Opening in Montana: Navigating Employment Issues in the Wild West

June 1, 2021

2020 Rocky Mountain Virtual Employer

November 18, 2020

Navigating Novel Employment Issues: What You Need To Know In 2020

General Counsel Conference

September 16, 2020

Insights From Colorado: The Post-COVID-19 Workplace: Session 1: Litigation in the Post-COVID-19 World

Littler Webinar

May 28, 2020

From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training and Investigation Protocols

Rocky Mountain Employer Conference

September 21, 2018

How to Handle Political and Social Commentary - Off Duty and On Duty - in the Current Climate

2017 Littler Rocky Mountain Employer Conference

October 3, 2017

Age Discrimination: Best Claims/Defenses

2015 National CLE Conference

January 2015

The Limits of Work Time: What is Compensable Time?

Rocky Mountain Employer Conference

September 21, 2016

Blurred Lines in the Workplace: Drawing the Lines Between Work and Your Personal Life

October 7, 2015