

## Mikayla E. Almeida

Associate

111 North Orange Avenue, Suite 1750  
Orlando, FL 32801  
main: +1 (407) 393-2900  
direct: (407) 393-2942  
fax: +1 (407) 393-2929  
malmeida@littler.com



---

## Practice Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Unfair Competition and Trade Secrets  
Leave and Accommodation

## Overview

Mikayla E. Almeida defends employers against various employment-related claims before federal and state courts and agencies and arbitral forums. She has experience litigating issues arising under Title VII of the Civil Rights Act, the Florida Civil Rights Act, 42 U.S.C § 1981 (Section 1981), the Fair Labor Standards Act (FLSA), the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and claims involving restrictive covenants and trade secrets, workplace torts, employment contracts, whistleblowing, and retaliation. Mikayla also provides employers with preventative counseling on day-to-day employment issues, including investigations, discipline, terminations, policies and handbooks, and wage and hour compliance.

Recently, Mikayla successfully defended a large international company in a federal jury trial involving claims of retaliation. Her arbitration hearing experience includes successfully prosecuting unfair competition claims. She has also obtained awards of summary judgment in favor of employers in cases involving claims of discrimination and retaliation.

Before joining Littler, Mikayla practiced management-side employment litigation at a large Florida law firm. During law school, Mikayla graduated as the valedictorian of her graduating class, served as the editor-in-chief of the *Florida A&M University Law Review*, participated as a member of the school's Moot Court team, and was appointed by the Dean to the Dean's Student Advisory Council. With Mikayla's business background, she brings an innate understanding of business to her role as an employment attorney.

## Professional and Community Affiliations

- Member, Orange County Bar Association

- Member, Labor and Employment Law Section, Florida Bar

## Education

J.D., Florida A&M University College of Law, 2021, *magna cum laude*

B.S./B.A., University of Central Florida, 2018

## Bar Admissions

Florida

District of Columbia

## 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

**Florida Federal District Court Enjoins Enforcement of FTC's Non-Compete Rule Against Real Estate Broker**

*Littler ASAP*

August 16, 2024

**Why Employers Should Care About Women's Health And Its Impact On Workplace Policies**

*ACC Central Florida*

November 20, 2023

**It's Almost Election Time – Navigating the Minefield of Politics at Work**

*ACC Tampa Bay*

October 28, 2022

## Events & Speaking Engagements

**Court to Courtroom: Mastering Workplace Investigations**

March 27, 2025

**2024 Florida Regional Employer Conference**

Orlando, FL

November 14, 2024

**Don't Improv Your Workplace**

ACC Central Florida

November 9, 2023

**Politics in the Workplace**

ACC Central Florida

October 2022

**Professionalism**

Florida Lawyers Mutual Insurance Company & Broward County Bar Association Florida Law Symposium

July 14, 2022

**Help Wanted: Navigating Post-Pandemic Remote and Hybrid Work Arrangements and Florida's Stop WOKE Act Challenges**

ACC Tampa Bay

June 16, 2022

**What Employers Need to Know About OSHA's COVID-19 Emergency Temporary Standard**

November 17, 2021