Naomi Seddon

Shareholder

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Practice Areas

Immigration and Global Mobility
International Employment Law
Discrimination and Harassment
Unfair Competition and Trade Secrets
Arbitration

Overview

Licensed to practice law in Australia, New Zealand and the United States, Naomi Seddon has experience in providing global employment solutions for companies with operations across Australia, its neighboring countries, and the U. S. She regularly advises companies on matters such as:

- The transfer of employees between countries
- Managing risk and compliance
- International employment agreements
- Benefits and compensation
- Local labor, union and employment issues
- Immigration
- Employment taxes
- Global policies
- Company restructuring and down-sizing
- Employment litigation

Naomi has appeared before federal and state courts in Australia, New Zealand and the United States on matters ranging from employee termination disputes, contract law, retrenchments, post-employment restraint and breach of employer confidential

information issues, wage and hour disputes, union disputes and discrimination and harassment matters. She has advised and acted on behalf of employers of varying size, across many industries and countries.

In addition to Naomi's international employment law experience, her experience working at both employer and employee representative firms, and advising in matters for and against union and employer groups, provides her a unique perspective to advise her clients.

Naomi has extensive alternative dispute resolution experience. Naomi has bachelor and master of law degrees and has completed post graduate studies in legal practice.

Professional and Community Affiliations

- Member, Law Institute of Victoria, Australia
- Member, American Australian Association
- Member, Women Lawyers Association of Los Angeles
- Member, Advance, Australia
- Member, Luminary Circle - Step Up Women's Network
- Member, Migration Institute of Australia
- Barrister and Solicitor, High Court of New Zealand, 2017

Recognition

- Named, Recommended Lawyer, Workplace and Employment Counseling, *Legal 500 United States*, 2016
- Winner, Thought Leadership Award - Employment and HR, *Mondaq*, Spring 2025

Education

LL.M., Monash University, AU, 2009
LL.B., Deakin University, AU, 2004

Bar Admissions

California
Australia
New Zealand

Courts

U.S. District Court, Central District of California
Supreme Court of Victoria
Federal Court of Australia
High Court of New Zealand

Publications & Press

Australia: Why a Proposed Clerks Award Work-From-Home Clause Matters Beyond Clerical Employees
Littler ASAP
August 31, 2026

The Global Guide Quarterly (Quarter 2, 2026)
Littler Global Guide Quarterly
July 22, 2026

Labor & Employment World Cup 2026: San Francisco Welcomes Team Australia
Littler ASAP
June 11, 2026

Bill Proposes Changes to Australia's Fair Work Commission Procedure and General Protections Provisions
Littler ASAP
June 8, 2026

The Global Guide Quarterly (Quarter 1, 2026)
Littler Global Guide Quarterly
April 22, 2026

The Global Guide Quarterly (Quarter 4, 2025)
Littler Global Guide Quarterly
January 28, 2026

New Zealand Moves to Allow Mutual Employment Termination Discussions, Drawing on UK Model
Littler ASAP
November 18, 2025

The Global Guide Quarterly (Quarter 3, 2025)
Littler Global Guide Quarterly
October 22, 2025

The Global Guide Quarterly (Quarter 2, 2025)
Littler Global Guide Quarterly
July 23, 2025

Australian Government Releases Work Health and Safety (Sexual and Gender-based Harassment) Code of Practice 2025
Littler ASAP
April 16, 2025

Intentional Wage Theft Now Criminalized in New Zealand
Littler ASAP
April 9, 2025

Employment of Executives and Other High-Value Employees Set to Change in New Zealand
Littler ASAP
February 28, 2025

Australia: Do You Have Employees Working in Queensland? What You Need to Know About the New Sexual Harassment Prevention Plan Requirements Effective March 1, 2025
Littler ASAP
February 21, 2025

The Global Guide Quarterly (Quarter 4, 2024)
Littler Global Guide Quarterly
January 23, 2025

The Global Guide Quarterly (Quarter 3, 2024)
Littler Global Guide Quarterly
October 23, 2024

Important Changes for Businesses in Australia – What Employers Should Know
Littler ASAP
October 17, 2024

2024 Summer Olympics Series: Australia
Littler ASAP
August 2, 2024

The Global Guide Quarterly (Quarter 2, 2024)
Littler Global Guide Quarterly
July 24, 2024

Littler Global Guide - Australia - Q1 2024
Littler Global Guide Quarterly
April 17, 2024

A Comprehensive Global Guide for AI Data Protection in the Workplace
Corporate Compliance Insights
April 16, 2024

Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace
Littler ASAP
February 29, 2024

Australia Aims to Give Employees the Right to Disconnect
Littler ASAP
February 9, 2024

Littler Global Guide - Australia - Q4 2023
Littler Global Guide Quarterly
January 16, 2024

Littler Global Guide - Australia - Q3 2023
Littler Global Guide Quarterly
October 17, 2023

Littler Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore
Press Release
October 16, 2023

Women's World Cup 2023 – Equal Pay for Women in and Out of Sports
Littler ASAP
August 4, 2023

Littler Global Guide - Australia - Q2 2023
Littler Global Guide Quarterly
July 21, 2023

Littler Global Guide - Australia - Q1 2023
Littler Global Guide Quarterly
April 12, 2023

What legal issues arise when implementing global policies around women's health and fertility?
Littler 2 the Point Video
March 14, 2023

Australia Takes Steps to Address Pay Secrecy and Gender Pay Gap
Littler ASAP
February 15, 2023

Australia: Amendments to Professional Employees Award 2020 Will Require Overtime Pay and Penalty Rates for Engineers, IT Professionals and Scientists
Littler ASAP
January 26, 2023

Littler Global Guide - Australia - Q4 2022
Littler Global Guide Quarterly
January 26, 2023

Littler World Cup Matchups Part 5: Whistleblower Protections
Littler ASAP
December 2, 2022

Littler World Cup Matchups Part 2: Short-Term Sick Pay
Littler ASAP
November 18, 2022

Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave
Littler ASAP
November 17, 2022

Littler Global Guide - Australia - Q3 2022
Littler Global Guide Quarterly
October 25, 2022

Littler Global Guide - Australia - Q1 2022
Littler Global Guide Quarterly
April 18, 2022

Littler Global Guide - Australia - Q4 2021
Littler Global Guide Quarterly
January 19, 2022

Littler Global Guide - Australia - Q2 2021
Littler Global Guide Quarterly
July 19, 2021

Littler Global Guide - Australia - Q4 2020
Littler Global Guide Quarterly
February 26, 2021

Littler Global Guide - Australia - Q3 2020
Littler Global Guide Quarterly
October 22, 2020

Littler Global Guide - Australia - Q2 2020
Littler Global Guide Quarterly
July 23, 2020

Littler Global Guide - New Zealand - Q2 2020
Littler Global Guide Quarterly
July 23, 2020

Littler Global Guide - Australia - Q1 2020
Littler Global Guide Quarterly
April 15, 2020

AUSTRALIA: COVID-19 (Coronavirus) – Employer FAQs
Littler ASAP
March 10, 2020

Littler Global Guide - Australia - Q4 2019
Littler Global Guide Quarterly
January 22, 2020

Littler Global Guide - Australia - Q3 2019
Littler Global Guide Quarterly
October 16, 2019

Littler Global Guide - Australia - Q2 2019
Littler Global Guide Quarterly
July 17, 2019

Littler Global Guide - New Zealand - Q2 2019
Littler Global Guide Quarterly
July 17, 2019

Australia: When Does the Use of Workplace Biometrics Violate the Privacy Act?
SHRM Online
May 7, 2019

New Zealand: Critical Employment Law Changes
Littler ASAP

May 6, 2019

Littler Global Guide - Australia - Q1 2019
Littler Global Guide Quarterly
April 15, 2019

New Zealand Privacy Bill Would Add Authorization and Data Breach Notification Requirements
Littler ASAP
February 14, 2019

Littler Global Guide - Australia - Q4 2018
Littler Global Guide Quarterly
January 16, 2019

Australia Updates Catastrophic Injury Regulations, Affecting Workers' Compensation Procedures
Littler ASAP
December 10, 2018

Australia Passes Law Requiring Large Companies to Report on Modern Slavery
Littler ASAP
December 4, 2018

Victoria, Australia Amends Long Service Leave Laws as of November 1, 2018
Littler ASAP
October 31, 2018

New Zealand Moves to Streamline Procedure for Employee Equal Pay Claims
Littler ASAP
October 29, 2018

Littler Global Guide - Australia - Q3 2018
Littler Global Guide Quarterly
October 11, 2018

Littler Global Guide - Australia - Q2 2018
Littler Global Guide Quarterly
July 20, 2018

Australia: New South Wales Introduces Law Requiring Companies to Report on Modern Slavery
Littler ASAP
July 13, 2018

Littler Global Guide - Australia - Q1 2018
Littler Global Guide Quarterly
April 23, 2018

Proposed Act Seeks to Require Large Companies Operating in Australia to Report on Modern Slavery
Littler ASAP
February 6, 2018

Littler Global Guide - Australia - Q4 2017
Littler Global Guide Quarterly
January 19, 2018

Littler Global Guide - Australia - Q1 2017
Littler Global Guide Quarterly
March 31, 2017

Littler Ranks in The Legal 500 United States Guide
Press Release
June 20, 2016

Australia: Federal Court Clarifies Rate Employers Must Pay for Untaken Annual Leave on Termination
Littler ASAP
August 10, 2015

Littler Names Naomi Sheridan Shareholder
Press Release
August 3, 2015

Australia: Government Seeks to Redefine Parameters of Paid Parental Leave Entitlements to Prevent Employee "Double-Dipping"
Littler ASAP
July 9, 2015

Australia: Tribunal Defines "Place of Work" for Off-Duty Misconduct Purposes, Finds Unfair Dismissal Due to Procedurally Defective Investigation
Littler ASAP
July 8, 2015

Australia: Significant Change in Determining Employee Access to Unfair Dismissal Claims
Littler ASAP
July 7, 2015

Australia: Tax Changes on the Horizon for Expatriates Working in Australia
Littler ASAP
June 10, 2015

Australia: Get Set For a 2.5% Increase to Minimum Wages Effective July 1, 2015
Littler ASAP
June 8, 2015

Australia: Employment Status of Foreign Workers in Australia's Offshore Sector is in Flux Yet Again
Littler ASAP
April 1, 2015

Bridging the Gap Between Australia and the United States
Advance
February 26, 2015

Asking Questions that Relate to the Diversity or Sensitive Personal Information of a Job Applicant or Employee May Be a Breach of Australia's Discrimination and Privacy Laws
Littler ASAP
December 24, 2014

E-3 Visas: Immigrating from Australia
Society For Human Resource Management (SHRM)
December 10, 2014

Australia: What Employers with Australian Operations Should Know about Extension of Australia's Employment Laws Outside its Exclusive Economic Zone
Littler ASAP
November 25, 2014

Australian Supreme Court Decision Holds Important Lesson for Companies with Australian Operations Regarding Use of Post-Employment Restraints
Littler ASAP
February 12, 2014

Australia Beefs Up Its Anti-Bullying Laws
Littler ASAP
January 23, 2014

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute
Littler Report
February 21, 2013

Making a move into the Australian or US market: Important employment law tips to consider
100 Cups of Coffee
February 18, 2013

Events & Speaking Engagements

Labor & Employment APAC Roundtable - July 2026
July 9, 2026

2024 APAC Regional Employer Conference
Singapore
September 25, 2024

U.S. Market Entry Event
August 12, 2024

U.S. Market Entry Event
August 6, 2024

U.S. Market Entry Event
July 31, 2024

Modern Award Compliance Australia
April 30, 2024

Attracting, Retaining, and Accommodating Neurodiverse Employees – The Benefits and Business Case
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

Supporting Employees with the Four Ms: Menstruation, Miscarriage, Maternity and Menopause
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

Wellness and Morale for Women: Working Together Beyond the Taboo
Littler Executive Employer Conference
May 6, 2022

International Women's Day – Supporting Women's Health in the Workplace
March 8, 2022

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?
February 17, 2022

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?
February 16, 2022

FAQs: COVID-19 Vaccinations in the APAC Region
November 23, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?
July 29, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?
July 28, 2021

Asia Pacific Regional Outlook 2021
February 4, 2021

Asia Pacific Regional Outlook 2021
February 3, 2021

Modern Workplaces and Employee Benefits: A Discussion of Fertility and Family-Planning Issues in the Workplace
November 24, 2020

U.S. Market Entry Series - Queensland
The Gold Coast Innovation Hub, Robina
March 28, 2019

U.S. Market Entry Series - Brisbane
Fishburners, Brisbane
March 27, 2019

U.S. Market Entry Series - Adelaide
The Atrium, Unley, SA
March 25, 2019

Modern Awards Roundtable - Glebe
Polyglot Group, Glebe
March 21, 2019

U.S Market Entry Series - Glebe
Polyglot Group, Glebe
March 21, 2019

The Global Era of the Woman: An In-Depth Discussion of Female Issues in the Workplace and What Employers Can Do to Move Ahead of the Curve
Investment Centre Victoria, Melbourne, VIC
March 18, 2019

Modern Awards Roundtable - Melbourne
American Chamber of Commerce in Australia, Melbourne VIC
March 18, 2019

U.S Market Entry Series - Perth
Perth, Australia
March 15, 2019

International #MeToo, #StandUp and Transformative Technologies in the Workplace
Seattle, WA
December 4, 2018

#MeToo, #StandUp and Transformative Technologies in the Workplace
San Francisco, CA
September 13, 2018

International Employment & Labor Law Roundtable
Los Angeles, CA
September 12, 2018

Preparing for Stage 2 Global Growth or a Business Sale
June 8, 2017

Preparing for Stage 2 Global Growth or a Business Sale
June 7, 2017

Preparing for Stage 2 Global Growth or a Business Sale
June 5, 2017

Managing Employees Across Borders; Managing Cultural Differences, Global Investigations and Compliance, Hiring & Terminations
May 31, 2017

Entering New Markets: Tips and Tricks of Global Expansion
May 11, 2017

Looking to Expand Your Business into Australia?
April 26, 2017

Attracting Global Talent and Structuring Expat Compensation Packages
April 6, 2017

Attracting Global Talent and Structuring Expat Compensation Packages
April 5, 2017

Attracting Global Talent and Structuring Expat Compensation Packages
April 3, 2017

Expanding into the U.S? The Tips, Tricks and Pitfalls of U.S. Market Entry
February 24, 2017

Expanding into the U.S.? The Tips, Tricks and Pitfalls of U.S. Market Entry
February 23, 2017

U.S. Market Entry Series - Melbourne
October 28, 2015

U.S. Market Entry Series - Sydney
October 22, 2015

U.S. Market Entry Series - Adelaide
October 19, 2015

U.S. Market Entry Series - Brisbane
October 15, 2015

Managing Across Borders
Seattle, WA
September 17, 2015

APAC Market Entry
Los Angeles, CA
September 10, 2015

Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management
June 17, 2015

Business Visas
2015 CPD Immigration Law Conference - Law Council of Australia, Melbourne, Australia
March 19, 2015

Global Mobility Solutions: Managing Expats through the Maze of Immigration, Compensation and Benefits Regulations
Littler Mendelson, Miami, FL
March 5, 2015

Navigating the Challenges of Enforcing Non-Compete Agreements Globally
January 26, 2015

Working in the Southern Hemisphere: Employment in Australia, New Zealand and South Africa
Professionals in Human Resources Association (PIHRA), Anaheim, CA
August 27, 2014

The Remote Worker: Managing the Telecommuting, Flexible & Road Warrior Employee
Littler Mendelson, Phoenix, AZ
May 8, 2014

The Challenge of the Global Employee: Managing Ex-Pats and Navigating the Maze of Global Migration Requirements
Littler Mendelson, Phoenix, AZ
May 8, 2014

Australia – US Cross-Border Issues for Companies Who Are Operating or Looking to Operate in Both Countries
New York, NY
September 19, 2013

Australia – US Cross-Border Issues for Companies Who Are Operating or Looking to Operate in Both Countries
Los Angeles, CA
September 17, 2013

Important Employment Law Tips to Consider
Professionals in Human Resources Association (PIHRA)
August 28, 2013

Employee Conflict of Interest and Restraint of Trade Issues
Australian Employment Law Conference
October 2011