



Nathan Prihoda

Of Counsel

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Practice Areas

Discrimination and Harassment
Investigations
Handbooks and Policies
Wage and Hour
Leave and Accommodation
Litigation and Trials

Overview

Nathan Prihoda devotes his practice to advising and representing employers in multiple industries, to include energy, healthcare, higher education, retail, and utilities, in a variety of employment matters, including but not limited to cases involving:

- Discrimination, retaliation, and workplace harassment on the basis of race, national origin, religious, sex, age, or disability under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), 42 U.S.C. §1981 (Section 1981), and Chapter 21 of the Texas Labor Code
- Wage and hour claims under the Fair Labor Standards Act (FLSA)
- Interference or retaliation under the Family and Medical Leave Act (FMLA)

Additionally, Nathan is experienced in all stages of litigation, including preparation of pleadings, drafting and arguing nondispositive and dispositive motions, discovery and eDiscovery, and trial and appeals. Nathan has also represented life, health and disability insurers in litigation matters throughout Texas in state and federal courts, under ERISA and state law claims, including litigation involving ERISA and disputes over disability, life and health coverage.

Nathan also assists employers with responding to administrative charges of discrimination before the Equal Employment Opportunity Commission (EEOC) and Texas Workforce Commission.

Prior to rejoining Littler in 2023, Nathan was senior counsel with a large multinational retailer, where he was responsible for managing employment litigation matters across approximately thirty-five U.S. states and two Canadian provinces. In that role, Nathan gained considerable experience advising corporate leaders and human resources personnel on issues including labor relations, employee discipline, workplace safety, terminations, leaves of absence, and accommodations. Nathan also spearheaded several company-wide policy initiatives and helped develop and deliver company-wide trainings to global audiences on a variety of labor and employment law-related topics. Using that experience, Nathan provides advice and counsel to a wide spectrum of employers—including closely-held businesses, start-ups, regional companies, and transnational corporations—on issues such as:

- Reviewing and drafting employee handbooks and related policies
- Leading or facilitating privileged investigations into allegations of employee misconduct
- Developing and deploying company-wide trainings on labor and employment law-related topics for management and frontline employees
- Assisting with questions related to hiring, performance management, discipline, termination, and investigation of discrimination and harassment concerns

Selected Matters

- Successfully achieved complete summary judgment in favor of higher education sector client in a yearslong case involving claims of discrimination and retaliation under Chapter 21 of the Texas Labor Code
- Secured complete summary judgment and dismissal of all claims in a case alleging race discrimination and retaliation in violation of multiple federal statutes for a Houston-based utility company
- Obtained complete summary judgment in favor of an energy sector client in a case involving claims of discrimination and retaliation under the Americans with Disabilities Act and Chapter 21 of the Texas Labor Code
- Prevailed in the arbitration of a case involving age and disability discrimination claims against a Texas-based real estate leasing and management company, resulting in a dismissal of all claims
- Lead author of appellate brief presented to the Fifth Circuit Court of Appeals, resulting in Fifth Circuit's affirmance of trial court's summary judgment dismissing all of plaintiff's claims, including breach of contract, sex discrimination, and age discrimination

Professional and Community Affiliations

- Member, Labor & Employment Section, Houston Bar Association
- Member, Houston Young Lawyers Association
- Member, Texas Young Lawyers Association

Recognition

- Fellow, *Texas Bar Foundation*
- Named, Ones to Watch, *The Best Lawyers in America*©, 2022
- Recipient, Tulane 34 Award, *Tulane University*, 2010

Education

J.D., Tulane University Law School, 2010, *cum laude*

B.A., University of St. Thomas, 2007, *summa cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Illinois

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?

Dear Littler

June 3, 2021

Events & Speaking Engagements

The Labor and Employment Law Updates Texas Employers Need to Know

April 9, 2026

2025 Houston Regional Employer Conference

Houston, TX

September 25, 2025

2024 Houston Regional Employer Conference

Houston, TX

September 26, 2024

2023 Houston Regional Employer Conference

Houston, TX

October 18, 2023