



Patrick H. Hicks

Shareholder

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Unfair Competition and Trade Secrets

Overview

Patrick is the founding shareholder of Littler's Nevada offices. He has litigated more than 500 employment lawsuits to conclusion. A highly-experienced trial attorney, he has successfully defended scores of jury trials and has handled numerous arbitrations and mediations. Companies frequently call upon Patrick to try difficult cases even when handled by other firms. Patrick regularly appears in state and federal courts and represents clients before the Equal Employment Opportunity Commission and various other states' administrative agencies representing employers in:

- Wrongful termination
- Employment discrimination and harassment
- Breach of contract litigation, noncompete and trade secrets

Various organizations have regularly recognized Patrick as one of the nation's best employment and trial attorneys. He has obtained defense verdicts in scores of jury trials involving discrimination on the basis of race, age, national origin and disability; breach of contract; and single and multi-plaintiff sexual harassment cases. A small sampling of his notable trial successes include:

- A disability discrimination case with multiple claims resulting in a complete defense verdict following a one-week trial

- A defamation case in which the plaintiff dismissed her case with prejudice without any compensation by the defendant following the cross-examination of the plaintiff
- A national origin discrimination and defamation case in which the jury returned a unanimous verdict in favor of the defendant following a one-week trial
- A case regarding intentional infliction of emotional distress, negligence and assault in which the plaintiff dismissed the case after the cross-examination of the plaintiff in exchange for a waiver of costs
- A disability discrimination case resulting in a complete defense verdict
- A sexual harassment and assault case which resulted in a complete defense verdict following a two-week jury trial

One of Littler's premier speakers, Patrick trains and speaks on a variety of timely employment topics of interest, including:

- Documentation and discharge of employees
- Harassment and discrimination
- Employee handbooks and policies
- Workplace investigations

Patrick has completed the Northwestern University Kellogg School of Management Leadership training. Active in firm management during his over 37 years with Littler, he chairs the EPLI Committee and has served on various boards and committees including but not limited to the Diversity Advisory Group, the Career Advocacy Program Committee, the Business Development Council Committee and Littler's Board of Directors. Patrick is the founding shareholder and former office managing shareholder of the Las Vegas and Reno offices, and former co-chair of the Hospitality Practice Group.

Professional and Community Affiliations

- Past Co-Chair, Gaming Litigation Sub-Committee, American Bar Association
- Past Chair, Legislative Committee, Southern Nevada Human Resources Association

Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2016-2025
- Ranked, Labor & Employment, *Chambers USA*, 2005-2024
- Named, Top Lawyers, Labor and Employment, *Vegas Inc.*, 2021
- Named, Super Lawyer, *Super Lawyers*, 2007-2019 2021-2022
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020-2025
- Named, Nations' Most Powerful Employment Attorneys, Top 100, *Human Resource Executive / Lawdragon Inc.*, 2012-2019
- Named, Super Lawyer, *Super Lawyers Corporate Counsel Edition*, 2009, 2012
- Named, A Leading Expert in the Employment Law Field, *The Legal 500 US*
- Inducted, Marysville High School Hall of Fame, Business and professional, 2018

Education

J.D., University of California College of the Law, San Francisco (formerly Hastings), 1987

B.A., University of California, Davis, 1984

Bar Admissions

Nevada
California

Courts

U.S. District Court, District of Colorado

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

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

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Littler Attorneys Recognized by BTI Consulting and Lawdragon

Press Release

December 15, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

COVID-19 Stress Manifesting in the Workplace: An Increase in COVID-19 Whistleblower and Retaliation Claims?

Clark County Bar Association

July 10, 2020

Election 2020: Navigating Political Speech and Activity in the Workplace

Nevada Lawyer Magazine

March 10, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Littler Attorneys Recognized Among Nation's Most Powerful Employment Attorneys

Press Release

June 4, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Littler Attorneys Recognized Among Nation's Most Powerful Employment Attorneys

Press Release

June 18, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

If I Knew Then ...

Crain's Las Vegas

January 5, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

C-SUITE: Patrick Hicks, Founding Shareholder, Nevada Office, Littler, Employment and Labor Law Firm

Las Vegas Business Press

July 17, 2017

Littler Attorneys Distinguished Among the Nation's Most Powerful Employment Attorneys

Press Release

July 12, 2017

Tectonic Shift Affecting Enforcement of Noncompetition Agreements Emanates from the 2017 Nevada Legislative Session and Passage of AB 276

Littler ASAP

June 21, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Press Release

May 26, 2017

Putting Gov't Employee Social Media Policies To The Test

Law360

May 10, 2017

Why Creating a Community-Oriented Business Culture is a Great Investment

VEGAS INC

April 17, 2017

Bills Businesses are Watching

Las Vegas Business Press

April 3, 2017

Nevada High Court's Unyielding Approach To Noncompetes

Law360

October 24, 2016

The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Nevada Supreme Court Rules that Overly Broad Non-Compete Agreements are Wholly Unenforceable

Littler ASAP

August 8, 2016

Littler Shareholders Recognized as "Most Powerful Employment Lawyers" by Human Resource Executive Magazine® and Lawdragon

Press Release

June 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Press Release

May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Patrick Hicks | attorney, Littler Mendelson

Las Vegas Business Press

July 13, 2015

Littler Lawyers Named to “Most Powerful Employment Lawyers” List by Human Resource Executive Magazine® and Lawdragon

Press Release

June 17, 2015

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

Littler Attorneys Recognized Among the Nation’s Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon

Press Release

June 17, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Press Release

May 23, 2014

Top Lawyers 2013

VEGAS INC

September 16, 2013

How To Handle A Major Health Issue At Work

Forbes

August 13, 2013

FMLA and ADA Intersection Dangerous For Employers

Risk&Insurance

July 15, 2013

Littler Distinguished Among the Nation's Most Powerful Employment Attorneys

Press Release

June 25, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Press Release

May 24, 2013

The Accommodation Minefield: How The Rise In Disability Claims Complicates Leave Policies

Thomson Reuters Westlaw Journal Employment

May 15, 2013

FMLA and ADA Intersection Dangerous For Employers

Human Resource Executive Online

April 24, 2013

Increased Class Action by EEOC: Discrimination and Leave Policies in the Workplace

Human Resources IQ

April 8, 2013

Disability Act Charges and Awards Skyrocket

Corporate Counsel

March 27, 2013

Tapping the Untapped: Including Deaf Employees in the Workforce

TLNT

November 5, 2012

Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys

Press Release

May 25, 2012

Chambers USA Honors Littler And Its Attorneys

Press Release

June 27, 2011

Supreme Court Ruling Effectively Extends Time Period for Plaintiffs to File Disparate Impact Charges

Casino Enterprise Management

September 2010

Likeability: An Essential Element of Success In A Jury Trial

Communiqué

August 2010

Littler Attorneys Honored by Chambers USA

Press Release

June 21, 2010

Court Holds that Workplace Context Is Relevant to Sexual Harassment Claims in the Gaming Industry

Littler ASAP

June 2, 2008

A Charge by Any Other Name, Is Still a Charge: High Court Adopts Broad Definition in Age Cases

Casino Enterprise Management

June 2008

Survey of Recent EPLI Cases and Their Implications for the Defense of Employment Related Cases

Communiqué

March 2007

Effects in the Workplace of the Expansion of Nevada's New Smoking Restrictions

Privacy & Data Security Law Journal, Vol. 2, No.3.

February 2007

Reasonable Dress and Grooming Requirements Survive Court Scrutiny

Gaming Law Review

August 2006

11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA

Press Release

June 19, 2006

Ninth Circuit Upholds Makeup Requirement

Littler ASAP

April 27, 2006

Patrick Hicks Stresses the Importance of Diversity at the Northern Nevada Human Resources Association, 4th Annual Diversity Conference

RGJ.com

March 6, 2006

Patrick Hicks Offers Advice to Employers About Enforcing Love Contracts

Business Las Vegas

February 23, 2006

Makeup Rule Upheld By Ninth Circuit

Littler ASAP

January 19, 2005

Offensive Spam in the Workplace: Employers' Obligations and Liabilities

Littler ASAP

August 30, 2003

Events & Speaking Engagements

2024 Nevada Regional Employer Conference

Las Vegas, NV

October 16, 2024

Managing Crisis and Having Difficult Conversations

National Association of College Directors of Athletics, Las Vegas, NV

June 6, 2024

2023 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV

October 24, 2023

2022 Nevada Regional Employer Conference - Reno

Reno, NV

September 13, 2022

2022 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV

September 8, 2022

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

Nevada Virtual Regional Employer Conference

September 14, 2021

2020 Nevada Virtual Employer

October 29, 2020

Reopening Utah: Preparing for Anticipated Litigation in the Post-COVID World

July 10, 2020

Reopening Nevada: Preparing for Anticipated Litigation in the Post-COVID World

June 24, 2020

The Pay Equity Wave Continues: What You Need to Know to Stay Afloat

Nevada Employer Conferences, Las Vegas and Reno

September 12-13, 2018

President Trump's First 100 Days: What Does It Mean for Employers?

Las Vegas, NV

March 24, 2017

Noncompetes and Trade Secret Protection: A Nevada Employer's Guide to Safeguarding Your Company's Business

March 1, 2017

The 2015 Nevada Employer Conference

Las Vegas, NV

February 24, 2015

The 2013 Nevada Employer Conference

Las Vegas, NV

November 7, 2013

The 2013 Nevada Employer Conference

Reno, NV

November 5, 2013

Obama's Second Term: Impact on Labor, Employment and Benefits Law

Las Vegas, NV

February 7, 2013

How to Conduct Lawful Investigations

Las Vegas, NV

June 6, 2012

Insurance Coverage of Employment Law Claims: How Employers and Insurance Carriers Can Work Together Effectively

Littler Mendelson, Scottsdale, AZ

May 11, 2012

EPLI Trends

Las Vegas, NV

October 22, 2010

Defining and Delivering Greater Value for Clients

Association of Corporate Counsel, Nevada Chapter, Las Vegas, NV

October 8, 2010

Legal Update: Recent Developments and Emerging EEO Trends

Las Vegas, NV

September 14, 2010

Conducting Lawful Investigations: Avoiding the Landmines

Las Vegas, NV

March 3, 2010

Reductions in Force: The Puzzle, The Process And Alternatives

Las Vegas, NV

April 1, 2009

The Employment Arena: An Insider's View - Reno

Reno, NV

October 25, 2007

The Employment Arena: An Insider's View

Las Vegas, NV

October 24, 2007

Books & Book Chapters

- Inside the Minds: Labor and Employment Strategies, *Aspatore Books*, 2007