

Patrick M. Palmer II

Associate

1301 McKinney Street
Suite 1900
Houston, TX 77010
main: +1 (713) 951-9400
direct: (713) 652-4788
fax: +1 (713) 951-9212
ppalmer@littler.com



Practice Areas

Litigation and Trials
Discrimination and Harassment
Leave and Accommodation
Healthcare
Energy
Handbooks and Policies
Unfair Competition and Trade Secrets

Overview

Patrick M. Palmer II advises clients and litigates claims arising under Title VII of the Civil Rights Act, 42 U.S.C. § 1981, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act, the Texas Commission on Human Rights Act, Uniformed Services Employment and Reemployment Rights Act, and the Employment Retirement Income Security Act. He has appeared on behalf of clients before state and federal agencies, as well as in both state and federal courts, including before various Texas Courts of Appeals and the United States Court of Appeals for the Fifth Circuit.

Prior to joining Littler, Patrick was an associate at a boutique employment defense and healthcare firm in Houston, Texas, where he successfully defended a variety of discrimination and retaliation claims asserted by both represented and pro se parties for a large Houston-based hospital system.

Professional and Community Affiliations

- Member, Labor and Employment Section, Texas State Bar
- Member, Labor and Employment Section, Houston Bar Association

Education

J.D., South Texas College of Law Houston, 2019
BBA, University of Texas, Austin, 2016

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

Publications & Press

Ramping Up ADA Compliance: The Unintended Consequences of Enforcing the Americans with Disabilities Act and Its Effects on Small Business Growth

38 CORP. COUNS. REV. 201

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