



## Ross G. Reyes

Associate

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## Practice Areas

Class Action  
Discrimination and Harassment  
HR Advice and Counsel  
Investigations  
Litigation and Trials  
Unfair Competition and Trade Secrets

## Overview

Ross G. Reyes represents employers in all areas of labor and employment law, with an emphasis on litigation involving:

- Unfair competition
- Theft of trade secrets
- Duties of loyalty and confidentiality
- The enforcement and defense of noncompete, nonsolicitation, and nondisclosure agreements
- Discrimination, harassment, and retaliation claims, including under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the Family and Medical Leave Act (FMLA)

Ross practices in federal and state courts throughout Texas and before the Equal Employment Opportunity Commission (EEOC). He also proactively assists employers with reviewing and drafting employment contracts, handbooks, and policies, including providing clients advice on the content and enforceability of restrictive covenants. Further, Ross advises clients on a broad range of employment issues, including investigations, discipline and termination, and disability accommodation requests.

Ross is an adjunct professor at Baylor University School of Law. He teaches an employment law course addressing a wide variety of topics, including implications of the employment-at-will doctrine, recruitment and hiring, privacy, protection of employer trade secrets, wage and hour, workplace health and safety, termination of employment, and arbitration of employment disputes.

Prior to joining Littler, Ross served as a law clerk to the Hon. Judge Amos L. Mazzant, III in the U.S. District Court for the Eastern District of Texas.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Texas Young Lawyers Association

## Recognition

- Order of the Barristers, *Baylor University School of Law*

## Education

J.D., Baylor University School of Law, 2017

B.A., Baylor University, 2014

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Northern District of Texas

## Publications & Press

### **Littler Attorneys Selected for 2022 Diversity Leadership Programs**

*Press Release*

March 25, 2022

### **Texas Governor Fully Re-Opens Texas**

*Littler ASAP*

March 3, 2021

**Texas Governor Mandates Face Coverings Statewide**

*Littler ASAP*

July 5, 2020

**New Mask Requirements in Texas**

*Littler ASAP*

June 20, 2020

**The Open Texas Plan: Phase 3 of the Governor's COVID-19 Reopening Plan**

*Littler ASAP*

June 10, 2020

**The Open Texas Plan: Expanding Phase 2 of the Governor's COVID-19 Reopening Plan**

*Littler ASAP*

May 26, 2020

**The Open Texas Plan: Phase 2 of the Governor's COVID-19 Reopening Plan**

*Littler ASAP*

May 6, 2020

**The Open Texas Plan: A State and Local Update**

*Littler ASAP*

May 1, 2020

**Texas Stay Home Orders: A State and Local Update**

*Littler ASAP*

April 9, 2020

**Denton County, Texas Issues "Stay At Home" Order Effective March 24, 2020**

*Littler ASAP*

March 24, 2020

**Dallas County, Texas Issues "Stay Home Stay Safe" Order, Effective March 23**

*Littler ASAP*

March 23, 2020

**Events & Speaking Engagements**

**Now That the Election Is Over, Here's What Texas Employers Can Expect**

November 21, 2024

**2024 Dallas Regional Employer Conference**

Dallas, TX

August 1, 2024

**2023 Dallas Regional Employer Conference**

Dallas, TX

August 3, 2023