



Sofija Anderson

Shareholder

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Practice Areas

Discrimination and Harassment
HR Advice and Counsel
Leave and Accommodation
Labor Management Relations
Litigation and Trials

Overview

Sofija Anderson represents employers in litigation of labor and employment-related disputes in state and federal courts and before administrative agencies, as well as in the arbitral forum. Experienced in both single plaintiff matters and class actions, her practice includes defending claims of:

- Employment discrimination
- Unlawful harassment
- Retaliation/whistleblowing
- Wrongful discharge/violation of public policy
- Breach of contract
- Interference with prospective economic/business advantage
- Unfair business practices
- Wage and hour violations
- Fraud
- Defamation
- Privacy violations

Sofija also has extensive experience obtaining workplace violence injunctions on behalf of employers and affected employees.

Sofija litigates claims arising under federal and state law, such as:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Americans with Disabilities Act Amendments Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The California Family Rights Act
- The Wisconsin Family and Medical Leave Act
- The California Fair Employment and Housing Act
- The Wisconsin Fair Employment Act
- The California Labor Code
- Wisconsin wage payment and collection law

Aside from litigation, Sofija assists employers of all sizes with customizing and implementing state-of-the-art employment policies and procedures. She also offers compliance counseling and advises employers on a variety of employment and labor-related issues, ranging from employee on-boarding, performance management/discipline, accommodation, contract negotiations and plant closures. She also offers training seminars on a variety of topics.

Sofija represents a wide variety of clients, including:

- Nationwide retailers
- Communication firms
- Financial institutions
- Universities
- Law firms
- Restaurants
- Architectural firms
- Lumber and construction companies
- Transportation companies
- Manufacturers
- Insurance companies
- Hotels/motels
- Doctors/dentists
- Hospitals and assisted living facilities
- Golf courses

Professional and Community Affiliations

- Member, American Bar Association

- Member, Serbian Bar Association of America

Education

J.D., Marquette University, 2002

B.A., Marquette University, 1999

Bar Admissions

Wisconsin

California

Languages

Serbian

Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

California Supreme Court

Wisconsin Supreme Court

Publications & Press

Dear Littler: How Should We Approach an Employee Showing Signs of Cognitive Decline?

Dear Littler

April 23, 2018

Wisconsin Supreme Court Holds That Employee Non-Solicitation Agreements are Subject to a Strict Enforcement Standard

Littler ASAP

January 22, 2018

Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders

Press Release

January 8, 2009

Events & Speaking Engagements

12th Annual Brewers Briefing

Milwaukee, WI

July 31, 2024

11th Annual Brewers Briefing

Milwaukee, WI

July 26, 2023

Littler Summer Kickoff and Employment Law Update

Madison, WI

May 31, 2023

10th Annual Brewers Briefing Labor & Employment Law Conference

Milwaukee, WI

July 27, 2022

Spy Tactics for HR Professionals: Advanced Elicitation and Interviewing Skills

Littler Executive Employer, Phoenix, AZ

May 4, 2018

#ItWasJustATweet! Navigating Social Media Landmines in the Workplace

2017 State Conference - Wisconsin State Council SHRM, Wisconsin Dells, WI

October 12, 2017

Littler's 7th Annual Brewers Briefing 2017

Milwaukee, WI

September 12, 2017

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

Milwaukee, WI

July 26, 2017

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

May 12, 2017

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

2016 State Conference - Wisconsin State Council SHRM, Wisconsin Dells, WI

October 7, 2016

Littler's 6th Annual Brewers Briefing 2016

Milwaukee, WI

September 7, 2016

The DOL's Proposed Changes to the White Collar Overtime Regulations and the Ongoing Attack on Independent Contractor Misclassification

ACC Wisconsin Annual Conference, Elkhart Lake, WI

May 19, 2016

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

"Spy" Tactics for Human Resource Professionals-Assessing Employee Truthfulness

2014 Fall Conference - Wisconsin Association of School Personnel Administrators, Elkhart Lake, WI

November 2014

"Spy" Tactics for Human Resource Professionals-Assessing Employee Truthfulness

2014 State Conference - Wisconsin State Council SHRM, Madison, WI

October 2014