

Jessica T. Travers

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Energy

Overview

Jessica T. Travers practices primarily in the areas of labor and employment law and represents management in the full range of issues that affect the employment relationship. She practices before Florida's state and federal courts and handles all stages of Equal Employment Opportunity Commission and state agency matters, from the filing of the charge to the ensuing investigation through issuance of the right-to-sue. She also litigates claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Age Discrimination in Employment Act
- The Fair Labor Standards Act
- Other federal statutes and state laws

Additionally, Jessica advises employers on all human resource issues.

Prior to joining Littler, Jessica was an associate at a Florida law firm, where she advised employers on methods of avoiding liability; provided client counseling to ensure compliance with local, state, and federal employment laws; and handled both administrative and litigation matters in all areas related to the employment relationship. In law school she was senior managing editor of the *Tulane Environmental Law Journal*.

Professional and Community Affiliations

- Member, Litigation Section, American Bar Association, 2006-present
- Member, Labor and Employment Law Committee, American Bar Association, 2006-present
- Member, Young Lawyers Section, American Bar Association, 2006-present
- Member, Dade County Bar Association, 2006-present
- Member, Judicial Outreach Committee, Dade County Bar Association, 2008-present
- Member, Business Outreach Committee, Dade County Bar Association, 2009-present
- Member, Schools Committee, Dade County Bar Association, 2008-2009
- Member, Junior League, 2008-present
- Member, Done In A Day Committee, 2009-present

Education

J.D., Tulane University Law School, 2005, *cum laude*

B.S., University of Florida, 2002

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

Publications & Press

Is Eliminating Gratuities the Next Hospitality Trend?

Hotel News Now

January 17, 2017

Data Can Help Hotel Executives Manage Workforce

Hotel News Now

October 29, 2016

Zika Virus – Concerns for U.S. Employers and Protections for Employees

Littler Insight

August 5, 2016

The EEOC's Final Rules for Wellness Programs

Hotel News Now

July 18, 2016

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 2, 2014

Speaking Engagements

2017 Florida Employer Conference

Miami, FL

October 17, 2017

Legalized Marijuana and the Future of the Drug-Free Workplace

2017 HR Florida Conference & Expo, Orlando, FL

August 29, 2017

What Does a Trump Administration Mean for Employers?

Miami, FL

January 31, 2017

There's No Debate About It: Winning Practices for Conducting Lawful Investigations

Association of Corporate Counsel - South Florida Chapter, Fort Lauderdale, FL

September 30, 2016

A Guide to Lawfully Hiring the Best Applicants

SHRM Jacksonville, Jacksonville, FL

September 23, 2016

Workplace Investigations: Social Media, Confidentiality & Attorney-Client Privilege

2016 HR Florida Conference & Expo, Orlando, FL

August 29, 2016

Five Key HR Issues for 2016 – From Reacting to Whistleblowing Allegations to Dealing with FMLA Abuse

2016 HR Florida Conference & Expo, Orlando, FL

August 29, 2016

Meeting the Challenges: Leaves, Health Issues & Accommodations

2016 SHRM Jacksonville Annual Conference & Expo, Jacksonville, FL

April 29, 2016

Blame the New Workplace! Navigating HR Challenges Created by Workplace 3.0

2015 Conference & Expo - HR Florida, Orlando, FL

September 1, 2015

Boot Camp: Key Employment Law Issues for the Hospitality Industry

Miami, FL

April 9, 2015

ADA in Real Life: Reasonable Accommodation Considerations

2014 Conference & Expo - HR Florida, Orlando, FL

October 6, 2014

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Miami, FL

March 13, 2014

Recent Updates in Labor and Employment Law

Broward Society for Human Resource Professionals

Summer 2009

Top Ten Tips for New Associates

Seminar for 2008 and 2009 participants in the ABA Judicial Internship Opportunity Program

2008 & 2009