

Gavin S. Appleby

Shareholder

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Focus Areas

Discrimination and Harassment

Labor Management Relations

Training - Compliance, Ethics, Leadership

Litigation and Trials

Ethics, Compliance and Investigations

Overview

Gavin S. Appleby advises and represents employers in a broad range of employment law matters, from defending single-plaintiff and class action employment cases to offering advice on difficult employment issues and labor relations matters.

He also has significant experience with:

- HR and compliance audits
- Union avoidance
- Defending union campaigns
- Arbitrations and mediations
- Conducting investigations
- Conducting pay equity analyses
- Labor negotiations
- Pre-employment testing
- Equal employment opportunity laws
- Affirmative action and diversity
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The National Labor Relations Board
- Brazilian laws

- Whistleblowing laws

Gavin has significant knowledge of drug testing and sports anti-doping matters. He has tried cases in 20 different states and regularly appears before the Equal Employment Opportunity Commission, the National Labor Relations Board, and the Department of Labor as well as many state agencies. A member of the professional tennis Anti-Doping Review Board and the Anti-Doping Review Board for international cricket, Gavin co-authored professional tennis' anti-doping rules and successfully defended sports federations in international drug hearings. He has also published numerous articles on employment and labor law issues, ranging from union avoidance to dealing with problem employees.

Gavin counsels clients in U. S. and foreign ethics matters, codes of conduct and codes of social responsibility. Additionally, he consults with employers on human resource practices, including:

- Establishing ADR processes
- Developing systems for providing better and more effective advice to managers
- Instituting programs aimed at early resolution of employment problems

Renowned as an exemplary employment law and diversity trainer, Gavin is a featured training expert in employment law at the Institute for Applied Management and Law. He has developed legally-defensible diversity programs, created numerous interactive training programs and trained thousands of human resources professionals and operations managers across the country.

Gavin often works with clients in the following industries:

- Manufacturing
- Healthcare
- Sports
- Financial services
- Retail

The chair of Corporate Audit Services, Gavin also serves as the chair of Littler Mendelson's diversity practices. Previously, he worked for other law firms and as Chief Employment and Litigation Counsel at a consumer paper products company. He served as an adjunct professor of labor law at Georgia State University School of Law.

Professional and Community Affiliations

- Member, State Bar of Georgia
- Member, Anti-Doping Review Board, International Tennis Federation
- Member, Anti-Doping Review Board, ATP Tour
- Member, Anti-Doping Review Board, Women's Tennis Association (WTA) Tour
- Member, Anti-Doping Review Board, The Board of Control for Cricket in India (BCCI)
- Member, Board of Trustees, West Virginia Wesleyan College

Recognition

- Named, The Best Lawyers in America©, 2010-2017
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of Virginia School of Law, 1979

B.A., West Virginia Wesleyan College, 1976

Bar Admissions

Georgia

Courts

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Georgia

U.S. District Court, District of Columbia

Publications & Press

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

Littler Press Release

August 16, 2016

Emerging Accessibility Issues under Title III of the ADA

Littler Podcast

April 12, 2016

The Wave of Website and Other ADA Accessibility Claims – What You Should Know

Littler Insight

February 22, 2016

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

Littler Press Release

August 18, 2015

EEOC Steps Into Employee Wellness Debate; Experts Urge Consideration of Disability Law

Bloomberg BNA BNA's Health Law Reporter™

October 16, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

EEOC, Courts Disagree on Accommodations Required for Pregnant Employees Under PDA

Bloomberg BNA Health Law Reporter

August 14, 2014

Court Finds Sham Litigation Violates Secondary Boycott Provisions of NLRA, But NLRA Prohibitions Do Not Apply to Worker Centers

Littler Insight

September 24, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

What's Fair for 'Social' Media in the Workplace?

HispanicBusiness.com

October 14, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

The "Bring Your Own Device" to Work Movement

Littler Report

May 10, 2012

Federal Court Partially Invalidates NLRB Notice Posting Rule, Rejects First Judicial Attempt to Contest Board Recess Appointments

Littler Insight

March 5, 2012

NLRB Strikes Down Arbitral Class Action Waiver

Littler Insight

January 9, 2012

NLRB Resolution Changes Dynamics of Union Elections

Corporate Counsel

December 2, 2011

NLRB Advances Rule To Speed Up Union Elections

Law360.com

November 30, 2011

Peach State Pitfalls: Georgia Employers Must Now Use an Attorney to File Garnishment Answers

Littler Insight

September 26, 2011

Best Lawyers in America[®] Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

NLRB Issues Final Rule Requiring Employers to Post a Notice Informing Employees of Their Rights Under the NLRA

Littler Insight

August 30, 2011

Employers turn to tests to weed out job seekers

MSNBC.com

August 15, 2011

Personality Tests Can Be Friend or Foe When Hiring

IT Business Edge

August 4, 2011

NLRB Posts Frightening Message in Facebook Case

Littler Insight

November 8, 2010

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade

Littler Report

September 30, 2010

Seventy-Two Littler Attorneys Named to The Best Lawyers in America[®] 2011

Littler Press Release

August 9, 2010

Is Weight Bias the Next Big Challenge in Discrimination Law?

Littler Article

August 5, 2010

Who's Watching the Kid? The Department of Labor Expands the FMLA Definition of a Son/Daughter for the Purposes of Child-Related Leaves

Littler Insight

June 27, 2010

61 Littler Attorneys Named to The Best Lawyers in America[®] 2010

Littler Press Release

August 14, 2009

The Supreme Court Opens the Door to Mandatory Arbitration of Discrimination Claims for Union Members

Littler Insight

April 3, 2009

President Obama Issues Three Executive Orders That Dramatically Affect Labor Relations for Federal Contractors

Littler Insight

February 2, 2009

Obama Presidential Election Victory Could Lead To Dramatic Increase in Unionization of Employers in the U.S.

Littler Insight

November 5, 2008

Gavin Appleby Says EFCA Would Harm Both Employers and Employees

InsideCounsel

May 1, 2007

Same Time This Year: The May 1 Immigration Demonstrations – What Can an Employer Do?

Littler Insight

April 24, 2007

The Employee Free Choice Act: It's More than Just a Misleading Name

Littler Insight

March 2, 2007

The Employee Free Choice Act: It's More than Just a Misleading Name

Littler Insight

March 2, 2007

How Globalization Affects Labor-Management Relations

Counsel to Counsel

January 11, 2007

The May 1 Immigration Demonstrations - What Can An Employer Do?

Littler Insight

April 27, 2006

Diversity, Affinity Groups and Religion: Balancing the Law with the Interests of Diverse Employee Groups

Littler Insight

January 18, 2006

The Splitting of the AFL-CIO: What It Means to the Nation's Employers

Littler Insight

August 4, 2005

Littler Mendelson Expands SE Presence, Adds Top Atlanta Attorneys

Littler Press Release

February 8, 2005

Discrimination, Harassment and Other Legal Landmines

Honesty and Integrity Testing, a Practical Guide

Speaking Engagements

Equal Pay and Retaliation

Atlanta, GA

June 23, 2016

The Employee from Hell: HR Quiz Show

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Equal Pay and Retaliation – What's on the EEOC's Agenda and How Can Employers Get Involved?

February 17, 2016

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015

The 2014 Atlanta Employer Conference

Atlanta, GA

October 9, 2014

Blame The New Workplace! Navigating Challenges Created by Today's Workplace

Littler Mendelson, Atlanta, GA

October 9, 2014

Blame the Lawyers? – HR Decisions Under the Microscope

Littler Mendelson, Atlanta, GA

October 9, 2014

2014 Employee Benefits Summit

Atlanta, GA

June 19, 2014

English Only and English Proficiency: Some Rules of the Road for Employers

April 1, 2014

ADA Accommodations

Atlanta, GA

June 13, 2013

President Obama's Second Term: Weathering the Compliance Storm

Atlanta, GA

February 26, 2013

The Contrasting Positions of the EEOC and the Courts on Key ADA Issues – What's An Employer to Do?

February 26, 2013

Defusing the Potential Explosion: Practical Approaches to Disarming Some Key FMLA and NLRA Time Bombs

Littler Mendelson, Atlanta, GA

September 28, 2012

Controlling Employee Personal Behavior in the Age of Social Media and Personal Technology

Littler Mendelson, Atlanta, GA

September 28, 2012

Atlanta Employer Conference

Atlanta, GA

September 28, 2012

Critical Compliance Issues Facing Today's Employers

Atlanta, GA
July 27, 2012

Defusing the Potential Explosion: Practical Approaches to Disarming Employment Law Time Bombs in Your Workplace

Littler Mendelson, Scottsdale, AZ
May 11, 2012

Conducting Lawful Investigations: The First 72 Hours

Littler Mendelson, Scottsdale, AZ
May 9, 2012

Business and Human Rights – What American Companies Need to Know

January 11, 2012

Now That You Have to Inform Your Employees They Can Unionize...Getting the New NLRB Posting Requirement Right and Effectively Responding to Employee Questions and Concerns

October 20, 2011

2011 Employment Law Conference

Atlanta, GA
September 23, 2011

A Brand New (Work)Day? What the New Administration and Congress Likely Have in Store for Employers

Atlanta, GA
February 19, 2009

New FMLA and ADA Amendments

January 8, 2009

Presented in Numerous Programs

Institute for Applied Management and Law