



## Steven J.T. Washington

Associate

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**JT works closely with businesses of all sizes on solutions to meet and resolve their workforce management challenges with the goal of avoiding or minimizing liability and costs.**

JT brings a solutions-oriented approach to handling each client's distinct employment matter. He counsels and trains employers to hire, manage, and (when necessary) fire employees in compliance with federal and state employment laws. He guides clients through wide-ranging employment disputes involving claims of discrimination, retaliation, wrongful discharge, and other employment-related matters, including restrictive covenants, and wage-based claims. JT also frequently provides advice and counsel on independent contractor issues, non-compete agreements, reasonable accommodations, leaves of absence, employee handbooks and policies, and employment agreements for protecting business interests.

When disputes cannot be resolved through counseling and negotiation, JT effectively represents clients in state and federal courts and before federal and state administrative agencies. JT applies his knowledge of employment law and regulations to workplace counseling, responses to administrative charges, or litigation to help clients achieve their goals.

Before joining Holland & Hart, JT practiced employment law at a national labor and employment law firm in Las Vegas. After graduating from law school, JT served as a law clerk to Judge Timothy C. Williams and Judge T. Arthur Richie of the Eighth Judicial District Court of Clark County, Nevada, and as a judicial extern for Judge Cam Ferenbach of the US District Court, District of Nevada.

### PRACTICES

Wage and Hour  
Employment and Labor  
Disabilities and Leaves  
Discrimination and Harassment  
Employment Litigation  
Trade Secrets and Non-Competes

### EDUCATION

William S. Boyd School of Law,  
University of Nevada Las Vegas, J.D.,  
2015

Dean's Award

Pro Bono Honors

Student Bar Association, Member

Black Law Students Association, "Brother  
in Service" Award Honoree

University of Nevada, Las Vegas, B.A.,  
2012

*magna cum laude*

Dean's List

Thomas Wilson Service Award

### BAR ADMISSIONS

Nevada

Oregon

### EXPERIENCE

#### Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

#### HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves

- Employment Policies, Handbooks, and Manuals
- Employment / Severance Agreements
- Internal Investigations
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

### **Unfair Competition**

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

### **Wage and Hour Compliance**

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

### **PUBLICATIONS**

"Should Employers Pay Employees for Time Spent Waiting for Computers To 'Boot Up' Before Employees Even Clock In?," October 31, 2022

"Could Recreational Marijuana Use Jeopardize a Nevada Employee's Job?," September 15, 2022

### **BLOG POSTS**

"What Employers Should Know About The Pregnant Workers Fairness Act," *Employers' Lawyers Blog*, June 13, 2024

"The Pregnant Workers Fairness Act aka the EEOC's New Baby," *Employers' Lawyers Blog*, June 04, 2024

### **MEMBERSHIPS AND AFFILIATIONS**

- Las Vegas Chapter of the National Bar Association (LVNBA), Membership Chair, 2019-2023; Member, 2015-present
- Boys Town Nevada, Board of Directors
- Nevada Rise Academy, Board of Directors
- Best Buddies in Nevada, Advisory Board, Vice-Chair

### **RECOGNITION**

- *Best Lawyers: Ones to Watch in America*®, Litigation - Labor and Employment, 2022-2024; Personal Injury Litigation - Defendants, 2023, 2024; Transportation Law, 2021-2024