



Dana Dobbins

Associate

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Dana advises and advocates for businesses on a range of employment and complex civil litigation matters.

PRACTICES

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

EDUCATION

Boston University School of Law, J.D.,
2018
cum laude
Journal of Science and Technology Law,
Executive Editor

University of Arizona, B.A., 2014
summa cum laude

BAR ADMISSIONS

Colorado

COURT ADMISSIONS

U.S. District Court for the District of
Colorado
U.S. Court of Appeals for the Tenth
Circuit
Colorado State Courts

Dana is a sought after litigator who defends employers against a wide variety of employment and labor claims in state and federal court, arbitration, and before administrative agencies. She is well versed in discrimination, retaliation, and harassment claims under Title VII, ADA, ADEA, and relevant state laws. Dana also has ample experience with whistleblower, wage theft, and wrongful termination claims. Dana understands that dispositive briefing is crucial to limit or eliminate claims before trial, and prides herself on the many early successes she has secured for her clients.

Dana also provides employers with prompt, cogent preventative advice on a wide range of workplace issues that span the employee life cycle, including leave and accommodations requests. Clients appreciate her ability to deliver accessible legal guidance that is tailored to business needs, striking a balance that empowers employers to operate within the parameters of the law while simultaneously propelling business forward.

Previously, Dana specialized in commercial litigation and she is excited to maintain that part of her practice at Holland & Hart. She enjoys working with businesses across all industries to economically resolve business disputes.

Before joining Holland & Hart, Dana served as a law clerk for US Magistrate Judge N. Reid Neureiter of the US District Court for the District of Colorado and worked as a commercial litigation and employment defense associate at an Am Law 100 firm.

EXPERIENCE

Employment Litigation

- 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
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- Pay Practices
- Employee Classification

Unfair Competition

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

Commercial Litigation

- Breach of Contract
- Business Torts
- Real Estate Disputes

PUBLICATIONS

"Employment: North America, USA Colorado 2024," *Lexology Panoramic*, August 23, 2024

"Water Sources and Compliance with the PUMP Act," *Employers' Lawyers Blog*, November 2, 2023

"Breastfeeding Accommodations in the Workplace," *Employers' Lawyers Blog*, October 31, 2023

BLOG POSTS

"Demystifying Qualifications for PWFA," *Employers' Lawyers Blog*, September 25, 2024

"Responding to Employee Requests for Personnel Records," *Employers' Lawyers Blog*, August 20, 2024

"Pay Obligations During Doctor-Recommended Leave of Absence," *Employers' Lawyers Blog*, April 05, 2024

"AI in the Workplace: Crafting Policies for Employees' Use of Generative AI," *Employers' Lawyers Blog*, April 04, 2024

SPEAKING ENGAGEMENTS

"Keeping Up With Colorado and Federal Employment Law Changes, POWR Act Changes to Harassment Law, Paid Sick Leave/FAMLI Leave, and Other Hot Employment Topics," *Holland & Hart In-House Counsel*

CLE Event, November 8, 2023

PROFESSIONAL AND CIVIC AFFILIATIONS

- Denver Bar Association Young Lawyers Division, 2020 - present
 - Chair 2023 - present
 - Chair Elect 2022-23
- Denver Bar Association Awards Committee, 2024
- Denver Bar Association Board of Trustees, 2023 - present
- Denver Bar Association Nominating Committee, 2022 – present