



Steven J.T. Washington

Associate

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JT works closely with businesses on solutions to meet their workforce management challenges.

PRACTICES

Discrimination, Harassment, Retaliation, and Litigation

Accommodations, Disabilities, Leaves HR Counseling, Compliance, and Risk Management

Employment Litigation and Class Actions Wage and Hour Labor and Employment

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

JT brings a solutions-oriented approach to handling each client's distinct employment matter. He guides clients through wide-ranging employment issues whether developing employee handbooks and employment agreements for protecting business interests or representing them in litigation when other avenues of resolution have been exhausted. JT applies his knowledge of employment law and regulations to workplace counseling, responses to administrative charges, or litigation to help achieve the client's goals.

Before joining Holland & Hart, 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.

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

"Could Recreational Marijuana Use Jeopardize a Nevada Employee's Job?," Co-Author, 09/15/2022