



## Steven J.T. Washington

Associate

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

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.

### PRACTICES

Disabilities and Leaves  
Employment and Labor  
Wage and Hour  
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?," 10/31/2022

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

### 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