



# Jessica D. Tsuda

Partner

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Jessica's practice focuses on helping businesses comply with a range of employment obligations under state and federal laws and regulations.

She has particular skills with identifying preventative workplace measures and drafting policies and agreements that aim to minimize the risk of litigation.

As a strategic partner to her clients, Jessica provides advice on employment and human resources issues including hiring, restrictive covenants, separations, employee counseling, performance reviews, personnel policies, paid sick leave (including Colorado's Healthy Families and Workplaces Act), equal pay and pay transparency issues (including Colorado's Equal Pay for Equal Work Act), wage and hour issues, employee classifications and reclassifications, discrimination and harassment prevention, investigations, and workplace accommodations. She has experience drafting personnel policies and agreements, including restrictive covenants, nondisclosure agreements, paid time off policies, and paid sick leave policies. She also helps businesses deploy training programs to address key employment challenges.

Jessica represents clients in proceedings before the U.S. Equal Employment Opportunity Commission (EEOC) and various state agencies and has experience defending against single plaintiff lawsuits, collective and class actions, and pattern-and-practice cases filed by the EEOC. Jessica also assists clients with the unemployment insurance audit process. Jessica has experience with a wide range of laws including:

- Fair Labor Standards Act (FLSA)
- Americans with Disabilities Act (ADA)
- Title VII
- Age Discrimination in Employment Act (ADEA)
- Colorado Anti-Discrimination Act (CADA)
- Colorado Healthy Families and Workplaces Act (HFWA)
- Colorado Equal Pay for Equal Work Act (EPEWA)
- Colorado Protecting Opportunities and Workers' Rights Act (POWR Act)

## Services

- Labor & Employment
- Employment Litigation
- Employment Counseling, Policy Development & Audits

## Before Fox Rothschild

Prior to joining Fox Rothschild, Jessica was a member of the employment litigation practice at a national labor and employment law firm. Before that, she clerked for Colorado Supreme Court Justice Richard L. Gabriel when he served on the Colorado Court of Appeals.

Before law school, Jessica worked for a multinational financial services company where she gained perspective on corporations' business and human resources needs.

## Beyond Fox Rothschild

Jessica was production editor of the *Colorado Journal of International Environmental Law and Policy*.

## Bar Admissions

- Colorado

## Court Admissions

- U.S. District Court, District of Colorado
- U.S. District Court, District of Montana

## Education

- University of Colorado (J.D., 2009)
- Kenyon College (B.A., *cum laude*, 2003)

## Memberships

- American Bar Association, Labor and Employment Law Section
- Colorado Bar Association
- Denver Bar Association
- Women of Denver

## Honors & Awards

- Named to the "Ones to Watch" list for Labor & Employment Law - Management and Litigation - Labor & Employment in Denver, CO by *Best Lawyers* (2021-2024)\*
- Rising Star, *Colorado Super Lawyers* (2014-2019)\*

\*Awards Methodology