



Cameron W Fox

Partner, Employment Law Department
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Cameron W. Fox is a partner in the Employment Law Department of Paul Hastings and works in the firm's Los Angeles and San Francisco offices. She is the Chair of the Los Angeles Employment Law Department. Ms. Fox represents employers in all aspects of employment law and labor relations, with a particular emphasis in the technology industry.

Employment Law. An experienced trial lawyer, Ms. Fox has successfully defended employers in jury and bench trials, in arbitration, and on appeal against claims of discrimination, harassment, retaliation, wrongful termination, breach of contract, and defamation. For example, she has secured full defense verdicts in high-profile cases involving allegations of retaliation against whistleblowers and in cases alleging discrimination and retaliation for political and religious expression in the workplace. Ms. Fox is experienced in handling the press with regard to high-profile cases and claims and works closely with her clients on communications strategy.

Ms. Fox litigates and represents employers at trial in cases involving allegations of trade secret misappropriation, violation of invention assignment and confidentiality provisions, and related business torts. She regularly assists employers with separations of high-level officers and managers, as well as the drafting and negotiation of non-disclosure agreements and employment agreements.

Ms. Fox also has a robust advising practice. In particular, she has extensive experience advising employers on the handling of employee activism in the workplace, and sensitive workplace investigations. Ms. Fox also advises employers working to adapt to

Los Angeles

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San Francisco

T: 1(415) 856-7201

Practice Areas

Trade Secrets
Labor/Management
Relations
Employee Mobility and
Trade Secrets
Workplace Retaliation
and Whistleblower
Defense
Employment Counseling
and Preventive Advice
Employment Litigation
Litigation
Employment Law

Admissions

California Bar

Education

Northwestern University,
B.A. 1997
University of California,

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Davis, School of Law,
J.D. 2001

the fast-changing new realities of the workplace caused by the COVID-19 pandemic, including on matters of workplace safety and whistleblowers.

Traditional Labor. Ms. Fox also represents employers in traditional labor matters, including responding to unfair labor practice charges, election petitions, and organizing campaigns. She has represented clients in multiple unfair labor practice cases before the National Labor Relations Board, including representing employers in cases that have involved lengthy administrative trials. Ms. Fox has also represented employers on appeal to the National Labor Relations Board in Washington D.C. and to the D.C. Circuit Court of Appeal.

In addition to her private practice work, Ms. Fox is a deputized district attorney for Los Angeles County.

Recent Representations

- Won a multi-million dollar verdict for a technology company after a seven-week jury trial. The verdict included punitive damages against the individual employees who breached their contracts and defrauded the company in order to steal technology for their own use.
- Won a crucial jury verdict for an esteemed educational institution in a retaliatory discharge lawsuit. After a six-week trial, the jury returned a complete defense verdict, concluding that there was no causal connection between the plaintiff's discharge and his alleged whistleblowing activities.
- Won an early dismissal with prejudice of 17 causes of action against a technology company in a multi-million dollar action under the Private Attorneys' General Act for alleged violations of the California Labor Code.
- Won a full defense verdict for an employer in a highly-publicized, five-week bench trial in which the employer was alleged to have disciplined and terminated an employee for advocating his religious and political beliefs during work hours.
- Successfully represented a venture capital startup in litigation filed by the founders' former employer, alleging theft of customer lists and financial models. After successfully defending the startup

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- against a restraining order, the case was quickly settled.
- Secured a full defense verdict for a video game equipment maker after a three-week jury trial in which a rival gaming company alleged misappropriation of trade secrets and tortious interference with employee and customer relationships.
 - Obtained summary judgment on employer's complaint for declaratory relief on a contract with a temporary staffing company, as well as summary judgment against the staffing company's cross-claims for breach of contract. Also obtained terminating sanctions against the staffing company's business tort cross-claims as a consequence for its litigation misconduct. All rulings affirmed by the California Court of Appeal.
 - Won a full defense verdict for a consulting firm in breach of contract action brought by former employee for additional commissions and compensation. After a two-week bench trial, the judge ruled for the employer on all claims.
 - Defeated 38 consecutive unfair labor practice charges filed as part of a large-scale campaign to oust senior management and successfully defeated later attempts by a startup employee group to petition NLRB for a union election.

Accolades and Recognitions

- Recognized by The Legal 500 for Labor and Employment Disputes in 2018
- Named as one of the Daily Journal's Top Women Lawyers in California and Top Labor and Employment lawyers in 2018
- Named as a California Super Lawyer Rising Star for multiple years since 2006
- Named as one of Southern California's Outstanding Young Lawyers and Top Women Attorneys for multiple years since 2012

Speaking Engagements and Publications

- "The Future of Work: Workplace Activism & Diversity" (July 15, 2020)
- "How Sexual Harassment and #MeToo Investigations Unfold in Litigation and at Trial" (June 1, 2020)
- "COVID-19 Series: Workforce Planning Strategies" (April 1, 2020)
- "They're Doing What?!: Handling and Preparing For Employee

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- Activism in the Social Media Age” (January 14, 2020)
- Co-Chair and Presenter, Daily Journal Employment Law Forum (July 11, 2019)
- Institute for Corporate Counsel, Annual Meeting, “Effectively Responding to #MeToo Issues: Perspective from the Trenches” (December 5, 2018)
- National Employment Law Institute, “Developments in Equal Employment Opportunity Law” (May 4, 2017)
- Association of Corporate Counsel, “The Dawn of a New Administration or an Earthquake: Employment Law 2017” (November 9, 2016)
- Employment Roundtable of Southern California, “Proactive Tips for Navigating Transgender Issues in the Workplace” (November 3, 2016)
- Beverly Hills Bar Association, “Annual Review - The California Labor Code Private Attorney General Act” (October 27, 2016)
- Professional Education Broadcast Network, “Retaliation Claims In Employment Law” (May 15, 2016)
- MCLE Roundtable, “Transgender Legal Issues – The Law in Transition” (January 13, 2016)
- Beverly Hills Bar Association, “Eleven Years After – The California Labor Code Private Attorney General Act” (October 15, 2015)
- Los Angeles County Bar Association, “Trial Academy: Closing Arguments in Employment Cases” (May 30, 2015)

Professional and Community Involvement

- Member, Board of Directors, AIDS Project Los Angeles
- Member, Children’s Hospital of Los Angeles Associates & Affiliates (Children’s Chain)
- Member of the American Bar Association, State Bar of California, Los Angeles County Bar Association, and Women Lawyers of Los Angeles
- Former Member, Board of Directors, and current Pro Bono Counsel, AIDS Project Los Angeles
- Former Executive Committee member, Los Angeles County Bar Barristers

Education

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- Northwestern University, B.A., 1997 (Mortar Board Scholar)
- University of California, Davis, J.D., 2001 (Lead Advocate, National Moot Court Team)

News

November 06, 2020

Susan Z. Williams and Cameron W. Fox Among Daily Journal's Top Women in Law 2020

Insights

July 29, 2020

A Clear Standard Emerges for Employers Dealing with Offensive Conduct in the Workplace

October 04, 2016

New California Law Limits Choice of Law and Forum Selection Clauses in IP Agreements

May 31, 2016

The New Federal Trade Secrets Law: Top Takeaways for Employers

November 29, 2010

The EEOC Has Issued Final Regulations Implementing GINA

November 23, 2009

The Employer Provisions of the Genetic Information Nondiscrimination Act (GINA) Are Now Effective

September 29, 2008

New Federal Rule of Evidence 502 Governs Production of Privileged Materials in the Age of E-Discovery

Rankings & Awards

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November 06, 2020

Recognized by Daily Journal's Top Women in Law

July 10, 2019

Recognized by the Daily Journal as Top Labor & Employment
Lawyers for 2019

July 18, 2018

Recognized by the Daily Journal as Top Labor & Employment
Lawyers for 2018

May 02, 2018

Recognized by the Daily Journal as Top Women Lawyers for 2018