



Evan Smithers

Associate

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Service Focus

- Employee Defection and Trade Secrets
- Litigation and Trials
- Workplace Investigations

Overview

Evan Smithers defends employers in workplace-related issues and disputes, including state agency investigations with the Equal Employment Opportunity Commission (EEOC), Colorado Civil Rights Division (CCRD), Department of Labor (DOL), Colorado Department of Labor and Employment (CDLE) and Department of Regulatory Agencies (DORA). Evan also advises clients on practical compliance solutions regarding Title VII, The Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family and Medical Leave Act (FMLA) and Fair Labor Standards Act (FLSA). Additionally, he presents HR training courses regarding investigation best practices, implicit biases, harassment prevention, DEI promotion, and federal and Colorado legal developments.

Prior to joining Fisher Phillips, Evan was an associate at a AmLaw 100 law firm where he managed active litigation matters defending employers of all industries, including publicly traded national corporations, in employment-related matters. During law school, he served as the resource editor for the *University of Colorado Law Review* and a National Trial Competition participant.

Credentials

Education

- J.D., 2022, University of Colorado School of Law
- B.S., 2019, *magna cum laude*, Millsaps College

Bar Admissions

- Colorado