



F3 Law

Jacqueline M. Litra

she/her/hers

Partner

Los Angeles

[jlitra@f3law.com](mailto:jlitra@f3law.com)

D 323.330.6329



## What can I solve for you?

Because of my extensive experience and well-honed legal skills in labor and employment matters, clients rely on me to address virtually any workplace challenge that surfaces in today's complex educational environment. They also turn to me to conduct investigations into an array of complaints, negotiate collective bargaining agreements and for excellent training and policy-making to help prevent problems from arising in the first place.

## What's it like to work with me?

I take on my clients' problems and make them my own. When clients come to me with a challenging issue, I acknowledge that they're going through a stressful situation and reassure them that I've got their back. Then I skillfully and efficiently do what needs to be done to address the situation on all levels. My calm and responsive approach gives them a sense of relief. I keep the focus on what's most important—supporting district administrators in their mission to help students thrive and learn.



*"I am honored to partner with our clients to strive to achieve educational equity for all students."*

## Overview

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**With a passion for creating safe, diverse and inclusive work and educational environments, Jacqueline M. “Jacqui” Litra advises school districts on a range of personnel matters. She applies her deep and broad knowledge of Title IX matters to help clients address concerns and take risk-minimizing and proactive steps. She also conducts investigations into sexual harassment, discrimination, bullying and employee behavioral or financial misconduct.**

As one of the leaders of the firm’s labor and employment practice group, Jacqui contributes keen insight to her guidance in employee dismissals and leaves, disability accommodations, hiring practices and discipline matters. Additionally, she directs clients in student and board governance and policy issues such as education equity, student rights, free speech questions and conflicts, open meetings and public records requests.

Jacqui’s comprehensive background includes advocating in labor and employment litigation, where she represents clients in state and federal court on employment discrimination and First Amendment claims. She also handles discrimination and retaliation claims before California Civil Rights Department (formerly the Department of Fair Employment and Housing) and the U.S. Equal Employment Opportunity Commission (EEOC). On the labor side of her practice, Jacqui negotiates collective bargaining agreements using both traditional and interest-based bargaining models, represents clients in grievance arbitrations and defends districts against unfair labor practice charges.

Drawing on her academic studies of psychology and her understanding of human behavior, Jacqui advises and educates clients on several fraught and sensitive subjects. She offers clear explanations to people based on their particular perspectives and instructs administrators and others on issues such as recognizing implicit bias, implementing trauma informed practices, and conducting fair and effective student and employee discipline.

Jacqui has delivered hundreds of client training sessions on Title IX regulations, implementing policies consistent with the requirements of those regulations, setting and communicating employee conduct expectations, and investigating and addressing workplace sexual harassment. She leads clients in implementing supportive measures, restorative justice and trauma-informed practices, particularly in the student arena, to improve school responses to receiving reports and supporting students involved in traumatic events including students subjected to sexual assault.

Providing excellent, people-centered legal advice, Jacqui is pleased to help clients pursue paths towards a more compassionate and equitable future. As she puts it, she wants to be known for doing everything she can to change the world a little bit at a time.



## After School

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My number one outside interest is my child, who's now a toddler. In addition to spending time with family, I love to travel and participate in adventurous, high-adrenaline activities like skydiving.

## Education

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- Michigan State University College of Law (J.D.)
- Michigan State University (B.A., Psychology, *with high honors*)

## Admissions

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### Bar Admissions

- California
- Illinois

## Related Services

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- Investigations
- Employment Law
- Governance & Leadership
- Interscholastic Activities
- Labor Relations & Negotiations
- Title IX

## Related Clients

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- Public Education K-12