

William (Liam) Whitaker

ASSOCIATE

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Liam Whitaker advises employers on workplace investigations and employment counseling matters, helping them navigate sensitive personnel issues and complex compliance obligations with clarity and care. He supports clients in assessing risk, responding to employee complaints, and implementing practical strategies that align with evolving federal, state and local labor and employment requirements.

Before joining Polsinelli, Liam worked at a global technology consulting firm, where he supported federal health care agencies in interpreting statutory requirements and operationalizing large-scale compliance and technology initiatives—experience that informs his structured, solutions-driven approach to advising clients.

Education

- Antonin Scalia Law School - George Mason University (J.D., *cum laude*, 2025)
 - George Mason Law Review, Executive Editor
- American University (B.A., *with honors*, 2014)
 - International Studies

Bar Admissions

- District of Columbia
- Virginia

Court Admissions

- Commonwealth of Virginia

Memberships

- Virginia Bar Association
 - Labor & Employment Law Section
- Arlington County Bar Association
- National LGBTQ+ Bar Association

Capabilities

- Labor & Employment
- Employment Advice & Investigations

Polsinelli at Work

April 27, 2026

Virginia's New Paid Family and Medical Leave Law Is Not Just FMLA with Pay Added

Key Highlights On April 22, 2026, Virginia approved a statewide paid family and medical leave (PFML) program, joining several other states across the nation that have enacted such programs. The new program will be administered by the Virginia Employment...

April 22, 2026

New York State Extends Credit Check Restrictions Beyond New York City

Key Highlights Effective April 18, 2026, New York State now generally prohibits employers from requesting or using consumer credit history for employment purposes, subject to limited statutory exemptions. The statute defines "consumer credit history" broadly enough to reach credit...

April 8, 2026

Where Identity Meets Precedent: The EEOC Addresses Bathroom and Locker Room Access Under Title VII

Key Highlights The Equal Employment Opportunity Commission has held Title VII permits federal agencies to maintain single-sex bathrooms/locker rooms and exclude transgender employees from opposite-sex facilities. While the decision applies only to the federal sector, it provides a roadmap...

March 4, 2026

California Wage-and-Hour Compliance in 2026: Core Labor Code Risks and the Continuing Impact of PAGA

Key Highlights PAGA reforms elevate the importance of proactive compliance: The 2024 amendments reallocate penalties, expand cure opportunities, and give courts more discretion to reduce penalties for good-faith errors—making prompt remediation and well-documented compliance efforts critical in 2026. Wage-and-hour...

February 12, 2026

New York City Expands Earned Safe and Sick Time Again

Key Highlights New York City's Earned Safe and Sick Time Act (ESSTA) adds 32 hours of frontloaded unpaid safe/sick time to its existing paid safe/sick time requirements for employers. The ESSTA also expands the permissible uses for both types...

February 2, 2026

DOJ Challenges Minnesota's Affirmative Action Hiring Program

Key Highlights The U.S. Department of Justice (DOJ) filed a lawsuit against the State of Minnesota challenging its affirmative action hiring program. It alleges that Minnesota's requirement to consider race, sex and other protected characteristics in public employment decisions...

January 29, 2026

Are Brand Ambassadors Really Independent Contractors?

Key Highlights Brand ambassadors and influencers can present growing misclassification exposure. Luxury, retail and hospitality brands increasingly rely on short-term, brand-facing talent and when these workers are closely integrated into marketing, customer

engagement and brand presentation, they can trigger...

January 9, 2026

2026 Employment Law Updates

Effective January 1, 2026, numerous state and local government employment laws have taken effect. Below is a non-exhaustive summary of key employment law updates for January 2026. For additional insights, register for the 2026 Employment Law Developments: Key Considerations...

December 29, 2025

New York Codifies Disparate Impact Liability Under the State Human Rights Law

Key Highlights: A recent amendment expressly codifies disparate impact liability under the New York State Human Rights Law (NYSHRL) for employment discrimination claims. This comes as the U.S. Equal Employment Opportunity Commission has backed away from disparate impact theories...

December 4, 2025

OFCCP Raises Jurisdictional Thresholds Under Two Equal Employment Opportunity Mandates

Key Highlights Under Section 503 of the Rehabilitation Act (Section 503) (extending protection to individuals with disabilities), the basic coverage threshold increased from \$15,000 to \$20,000. Under the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) (extending protection based on...

October 24, 2025

A Republican-Led NLRB May Soon Revisit Expanded Remedies and Other Labor Precedents

Key Highlights NLRB Poised for a Partisan Shift: With the Senate HELP Committee advancing two of President Trump's nominees, the NLRB may soon regain a quorum and shift to its first Republican-led majority since 2021 — potentially signaling changes...

Publications

March 19, 2026

NYC Leave Law Expands Compliance Beyond Written Policies

Co-Author, Law360

January 29, 2026

Are Brand Ambassadors Really Independent Contractors?

January 9, 2026

The Year Ahead in Employment Law

November 27, 2025

USA: AI in recruiting: Innovation, regulation, and risk mitigation for employers

Co-Author, Data Guidance