

Technology and the Workplace: Key Employer Issues (Federal and CA)

A Practical Guidance® Practice Note by
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This practice note provides comprehensive guidance on legal issues that arise from the use of technology in the workplace, specifically addressing both federal and California laws. It is tailored for private employers and covers several critical topics. These include the protection of trade secrets, handling inventions, and addressing cyberattacks and cybersecurity concerns. The note also delves into managing data breaches, electronic monitoring and surveillance, and employee social media use. Additionally, it explores the implications of artificial intelligence and the use of biometrics in the workplace.

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Y. Douglas Yang, Partner, Sheppard, Mullin, Richter & Hampton LLP

Doug has a multi-faceted advisory and litigation practice, spanning multiple industries and clients ranging from startups to multinational corporations. Focusing primarily on data governance and employment matters, Doug assists organizations in dealing with complex risk prevention and mitigation issues.

Areas of Practice

Litigation

Doug is an accomplished litigator with extensive experience in both federal and state courts, and an active arbitration practice before all major arbitration associations. Representative matters include defending employers in class and representative actions, which range from the typical “kitchen sink” set of claims to some of the most intricate lawsuits involving challenging factual issues and novel legal arguments; prosecuting and defending against trade secret theft and misappropriation cases involving C-suite executives, technical personnel, and salespersons; handling disputes between executives, founders and their companies; and litigating government agency enforcement actions.

Advisory

Doug is frequently called upon by clients to advise on various contentious and non-contentious matters related to data governance and employment issues. Common areas of retention include organizational policy reviews and overhauls, internal investigations, incident response, and workforce training. He has also served as the employment law expert on various transactions involving multi-state employers in highly regulated sectors, particularly the healthcare industry.

Doug is an IAPP Certified Information Privacy Professional (CIPP/US).

Background

Prior to joining Sheppard Mullin, Doug served as a law clerk to the Honorable Helen Gillmor of the U.S. District Court for the District of Hawaii. While in law school, he served as the Executive Editor of the Boston University Public Interest Law Journal.

Doug is a member of the Los Angeles County Bar Association’s Judicial Appointments Committee and Amicus Briefs Committee. He has presented as a guest speaker for the UCLA School of Law and has written various articles for multiple legal industry publishers, including LexisNexis and the Los Angeles Daily Journal.

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