



Robert A. Orozco

Partner

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Robert focuses on defending employers in administrative complaints, arbitration, and litigation. He has successfully defended employers in matters involving FEHA, FLSA, PAGA, EEOC, DOL, DLSE, Title VII, OSHA, class actions, and workplace sexual assaults. Robert also provides advice, counsel, and auditing services that have successfully identified potential liabilities and resolved those issues. In addition, he provides risk management counseling, including training for supervisors and employees on multiple labor and employment issues.

Robert started his career as a Los Angeles County public defender, which provided him with substantial courtroom experience. He has spent more than 20 years representing private individuals and corporations in various fields, including but not limited to general litigation and employment and labor law.

PRACTICE AREAS

Business & Commercial Litigation
Employment
Trials

COURT ADMISSIONS

California
USDC: Central District of California
USDC: Eastern District of California
USDC: Northern District of California
USDC: Southern District of California

EDUCATION

JD, Brigham Young University J. Reuben Clark Law School, 1994
BA, University of California, Los Angeles, 1991

PROFESSIONAL ACTIVITIES

Member, American Inns of Court, William P. Gray Legion Lex Inn

LANGUAGES

Spanish

Representative Matters

- Successfully resolved a collective action involving automotive inspectors alleging misclassification and related wage/hour allegations. The matter was resolved during negotiations for merger/acquisition with a publicly traded entity.
- Served as co-lead counsel on a nationwide products liability/subrogation matter. The case went to trial and resulted in a partial defense verdict, which was used as the standard for resolving all claims in all jurisdictions.
- Successfully resolved an ADA lawsuit alleging improper access, which was dismissed at the initial pleading stage.
- Successfully defended a corporate entity and individual defendants in alleged workplace sexual assault matters (including wrongful termination, sexual harassment, discrimination, retaliation, and conspiracy), which included concurrent district attorney investigation.
- Obtained a defense verdict on behalf of our corporate entity client in an alleged workplace sexual assault matter, including additional claims of national origin discrimination, wrongful termination, retaliation, conspiracy, negligent supervision/retention, breach of contract, and psychological injuries. We enforced an arbitration agreement and ultimately obtained a defense verdict for all defendants.
- Secured a dismissal for our client, an employer, in a lawsuit filed by a former employee alleging wrongful termination, retaliation, discrimination, and harassment.
- Secured a dismissal on behalf of our client, an entertainment establishment, in an FLSA collective action brought by former and current employees. The allegations involved misclassification of employment status and related state & federal wage/hour violations. The matter was successfully removed to arbitration for each opt-in plaintiff, wherein partial defense verdicts in favor of the corporate entity were obtained, and a dismissal against the individual defendants was similarly obtained.
- Successfully defended a public entity client in an FLSA collective matter brought by members of its police force. Several claims were dismissed through dispositive motions, which lowered the ultimate settlement value. The matter was resolved in a non-cash settlement.
- Obtained a dismissal on behalf of a public entity client in a matter involving a graduate student alleging religious discrimination, First Amendment violations, breach of contract, and

conspiracy. The matter resulted in complete dismissal against our client and the individual defendants.

- Secured a dismissal on behalf of our client, a city and its police department, in an action alleging civil rights violations.
- Obtained a dismissal for our client in a case involving a medical manufacturer and its owner against a former employee who alleged wrongful termination, defamation, discrimination, and psychological injuries.
- Secured a jury verdict on behalf of our client, the owner of a large real estate brokerage, who was accused by several current and former real estate agents of racial discrimination, sexual harassment, wrongful termination, and retaliation.

Events

Ropers Majeski Was Proud to Sponsor CenterForce's Employment Law & HR Summit: Los Angeles

September 18, 2025

Robert A. Orozco participated as a moderator and roundtable leader, contributing to two engaging discussions

Robert A. Orozco, Daniella Litvak, and Summer Associates Attended CMCP's Summer Mixer Series

June 26, 2025

Partner Robert A. Orozco and Senior Associate Daniella Litvak attended for a relaxed evening of connecting and unwinding with fellow legal professionals

Ropers Majeski Was Proud to Sponsor CenterForce's Employment Law Summit

September 13, 2024

Ropers Partner Robert A. Orozco contributed to the dialogue by participating in the panel, "The New Era of Pay Equity: Strategies to Minimize Liability, Increase Employee Retention, and Performance"

Stephan Choo and Robert A. Orozco Were Proud to Be a Part of the 2024 California Minority Counsel Program Corporate Connections Event

April 12, 2024

The virtual event helped connect in-house counsel participants who are committed to providing attorneys of color with access to business development opportunities

Ropers Elevates Eight to Partner, Of Counsel, and Senior Associate, Welcomes Three New Partners to the Firm

GlobeNewswire

February 21, 2024

Ropers Majeski proudly congratulates our new Partners, Of Counsel, and Senior Associate

Speaking Engagements

Robert A. Orozco Moderated a Panel on Wrongful Termination at CenterForce's Employment Law & HR Summit: Los Angeles

September 11, 2025

The session explored the current legal framework, key litigation trends, and common challenges employers face

Robert A. Orozco Led a Roundtable on the Impact of AI at CenterForce's Employment Law & HR Summit: Los Angeles

September 11, 2025

The insightful session explored AI's impact on workplaces, including employment and management decision-making