# Daria A. Gossett
## Senior Associate

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### Practice Areas

Appellate & Writ Practice | Class Action Defense | Complex Business
Litigation | Employment Counseling | Employment Litigation

Daria Gossett is committed to helping employers achieve efficient, defensible, and practical outcomes—whether through proactive compliance efforts, strategic dispute resolution, or vigorous litigation and appeal. Clients appreciate Daria's forward-thinking approach, ability to distill complexity into clarity, and unwavering commitment to results.

Clients rely on Daria not only for technical expertise but also for strategic insight and responsiveness, transforming legal recommendations into workable, real-world solutions that align with their business objectives. She advises companies of all sizes on a full range of employment issues, from day-to-day compliance to high-risk personnel decisions.

Daria's litigation practice focuses on complex employment litigation in state and federal courts and before administrative agencies. She defends employers facing wage and hour class actions, PAGA actions, and claims of discrimination, harassment, retaliation, wrongful termination, and unfair competition. Known for sharp analytical and writing skills, Daria handles all phases of litigation—from early case assessment and motion practice through fact and expert discovery, trial, and post-trial matters, including appeals. She crafts persuasive briefs and delivers focused oral arguments that secure favorable decisions for employers facing significant legal and financial exposure.

In her counseling practice, Daria works with clients to manage day-to-day personnel issues and long-term compliance challenges. She regularly advises on employee discipline and separations, wage and hour compliance, leaves of absence, and the development, implementation, and auditing of comprehensive employment policies. She also conducts and oversees workplace investigations involving allegations of harassment, discrimination, retaliation, misconduct, and policy violations, delivering impartial findings that help employers make informed decisions and reduce risk.

Daria is a trusted advisor and results-driven advocate for employers navigating today's increasingly complex

workplace landscape. Whether preventing workplace issues before they occur or aggressively defending an employer's position in litigation and on appeal, Daria brings a blend of insight, creativity, and advocacy that is relentlessly client-focused. She helps clients stay ahead of risk, protect their workforces, and achieve strong outcomes in high-stakes disputes.

## Professional & Community Service

- Leadership Council on Legal Diversity, Pathfinders Program, 2023

- Sacramento County Bar Association, Labor and Employment Law Section

- California Lawyers Association, Labor and Employment Law Section

- Sacramento Metro EDGE, Former Member

## Education

- J.D., University of California at Davis School of Law, 2017

- B.A., University of California at Santa Barbara, 2014

## Honors & Rankings

- *Super Lawyers*, Northern California Rising Star, Civil Litigation: Defense, 2022-2025

- Externship, Judge Hom, Superior Court of California, County of Sacramento, 2015

- University of California at Davis School of Law, Moot Court Honors Board, 2016-2017

## Speaking Engagements / Events

- *2025 and Onward – Annual Employment Law Briefing*, Downey Brand In-Person Employment Seminar, January 2025

- *2024 and Onward – Annual Employment Law Webinar*, Downey Brand Employment Webinar, January 31, 2024

- *2024 and Onward – Annual Employment Law Briefing*, Downey Brand In-Person Employment Seminar, January 24, 2024

## Publications

- *Recent California Labor Law Changes and Their Impacts in the Food and Agribusiness Sector*, 3P Partners Career Resources Blog, February 26, 2024

## Legal Alerts

- *Employers May See an Increase in Title VII Discrimination Claims*, June 27, 2025

- *Key Changes to PAGA and What Employers Should Know*, July 12, 2024