

## ALEXANDER ("A.J.") J. HARWIN

**Partner** / Los Angeles

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**With extensive experience in labor and employment law as well as business litigation, AJ Harwin counsels and defends employers throughout the country across a wide range of industries.**

A.J.'s practice spans all aspects of labor and employment litigation, including claims involving sexual harassment; discrimination based on age, disability, race, religion, and national origin; wrongful termination; wage and hour disputes; contract matters; defamation; and invasion of privacy.

Known for his practical, business-minded approach, A.J. helps clients navigate complex legal challenges with an eye toward strategic resolution and risk mitigation. When litigation is unavoidable, A.J. is well-versed in all phases, from taking and defending depositions to arguing pre-trial motions in court, and trying cases and arbitrations. He regularly drafts dispositive motions, manages all aspects of discovery, negotiates settlements, and represents clients in mediation. Thorough preparation is a cornerstone of A.J.'s litigation practice, whether conducting in-depth background investigations using online and public records, interviewing key witnesses, or developing comprehensive strategies to position cases effectively for deposition and trial.

### Representative Experience

- » Successfully tried and obtained a complete defense ruling at arbitration a wrongful termination matter brought by the Chief Financial Officer of his client who claimed he was misclassified as an independent contractor, wrongfully terminated, and was not paid all compensation owed.
- » Successfully tried an employment matter involving a delivery truck driver making claims of unpaid overtime, meal and rest breaks before the Los Angeles County Superior Court.
- » Prepared for and successfully argued a motion granting summary judgment in his clients' favor which secured dismissal of plaintiffs' race/national origin discrimination claims, multiple disability accommodation claims and injunctive relief claims pled in a Fair Housing matter.

### EDUCATION

- » Loyola Law School (J.D., 2002)
- » University of California, Los Angeles (B.A., 1999)

### BAR ADMISSIONS

- » California

### COURT ADMISSIONS

- » U.S. District Court for the Central District of California
- » U.S. District Court for the Eastern District of California
- » U.S. District Court for the Northern District of California
- » U.S. District Court for the Southern District of California

Subsequently secured a complete dismissal on post-trial motions after the jury deadlocked in a 6-1 vote in favor of his clients/defendants on the remaining disability discrimination-based claims.

- » Prepared for and successfully argued for dismissal of Fair Housing and Federal Fair Debt Collection Practices Act matter in a Federal court action. This dismissal was preceded by multiple lawsuits in state court in which A.J. obtained over \$30,000 in judgments against Plaintiffs which were affirmed on appeal.
- » Prepared for and argued successful demurrer sustained without leave to amend as to all statutory disability discrimination and non-statutory wrongful termination causes of action in employment action brought by former executive.
- » Prepared for and argued successful demurrer sustained without leave to amend in employment disability discrimination action brought by former physician. The decision was later affirmed on appeal.
- » Prepared successful opposition to discovery motion for order to compel employer financial discovery in employment wrongful termination lawsuit.

## Memberships

- » San Fernando Valley Bar Association (Inclusion & Diversity Committee)
- » Beverly Hills Bar Association, Labor & Employment, Executive Committee, Section Chair 2012
- » NFL Players Association, Certified Contract Advisor
- » Los Angeles Bar Association, Labor & Employment Section
- » City of Calabasas, Head Basketball Coach, 2016 to 2020
- » USA Basketball Associate Licensed Coach
- » USA Taekwondo

## News & Insights

- » May 07, 2025 - Labor & Employment Attorney Alexander "A.J." Harwin Joins FordHarrison's Los Angeles Office as Partner

## Offices

- » *Los Angeles:*  
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