



PRACTICES

Employment and Labor

EDUCATION

University of Houston Law Center, J.D.,
2018

Dean's Academic Merit Scholarship

Utah State University, B.A., 2012

BAR ADMISSIONS

Texas

Utah

Robert Hansen

Associate

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Robert takes a pragmatic approach to guiding businesses through complex commercial litigation and employment disputes.

Robert represents clients in breach of contract claims, business torts, real estate disputes, and employment-related litigation, including discrimination, harassment, and wrongful termination matters. He also provides proactive employment counseling to help clients navigate workplace compliance issues, assess risks, and develop pre-litigation strategies that align with their business objectives to avoid costly litigation.

Robert's clients include corporations, property management companies, community associations, and other businesses across various industries. He brings extensive experience in managing complex discovery processes. Robert takes a solution-oriented approach to dispute resolution, working efficiently to protect his clients' interests whether through early case resolution, dispositive motions, or trial preparation.

Prior to joining Holland & Hart, Robert worked as an associate at a full-service law firm and previously at a commercial litigation firm in Texas. Robert is fluent in Brazilian Portuguese.

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations

- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

Union Issues

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

Wage and Hour Compliance

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 4 | Severance and Separation Agreements," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

PROFESSIONAL AND CIVIC AFFILIATIONS

- State Bar of Texas, Member
- Houston Bar Association, Member
- Houston Young Lawyers Association, Member