

# HEATHER STEELE

Associate | Akron  
330.258.6407  
hsteele@bdbl.com

**ASSISTANT**  
Melisa Parker | mparker@bdbl.com

**AREAS OF PRACTICE**  
Employment & Labor



As an employment and labor attorney, I provide businesses with necessary and up-to-date guidance spanning from day-to-day employee management to complex claims surrounding discrimination and harassment. When litigation is unavoidable, or a charge has already been filed with an administrative agency, I vigorously defend and guide my clients through the court or administrative process from start to finish. I also support businesses and educational institutions by handling investigations and the decision-making process for Title IX matters.

Both employment matters and Title IX claims are often urgent, sensitive and complex. Therefore I approach each case with a fair and objective mindset, and with the experience and training required to ensure each matter is handled correctly and efficiently.

Prior to joining the practice of law, I served as a general manager for a Fortune 100 telecommunications company. I believe my past experience gives me a unique and important understanding of my client's needs. My goal is to ensure my clients feel heard, valued and a part of the decision making process when working with me.

## EXPERIENCE

- Counsel clients on employment issues, including personnel policies, multistate compliance, FLMA and requests for leave, discrimination and harassment, wage and hour issues, accommodation requests, restrictive covenants, including non-compete and non-solicitation agreements and employee separations and reductions in force
- Represent employers before administrative agencies including the Ohio Civil Rights Commission (OCRC), Unemployment Compensation Review Commission (UCRC), Equal Employment Opportunity Commission (EEOC )and Department of Labor (DOL)
- Handle employment and general litigation matters in state/federal court
- Advise clients on COVID-19 related guidance and decisions
- Conduct thorough, fair and impartial workplace investigations
- Conduct workforce training and development
- Serve as a Title IX Investigator and Decision Maker for school districts and universities

## EDUCATION & ADMISSIONS

The University of Akron School of Law, Akron, Ohio (J.D., *magna cum laude*)

Litigation Certificate from UA Law

B.A. from UMASS Lowell

### Admissions

Ohio

Northern District of Ohio

Southern District of Ohio

## PROFESSIONAL & CIVIC INVOLVEMENT

Board Member, Greenleaf Family Center

Torchbearers Akron, Class of 2023