

HEATHER STEELE

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ASSISTANT

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AREAS OF PRACTICE

Employment & Labor



As an employment and labor attorney, I provide employers with counseling on matters related to their workforce, including employee leave of absence policies, accommodation requests, pregnancy, discrimination and harassment, wage and hour issues, personnel policies & employee handbooks, multistate compliance, employee terminations and reductions in force, and confidentiality, non-compete and non-solicitation agreements. In addition to counseling, I support businesses and educational institutions by handling a variety of workplace investigations, inclusive of Title IX investigations and decision-maker services for school districts, colleges and universities.

I also represent employers in employment-related lawsuits in federal and state court. 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.

Before joining the practice of law, I served as general manager for a Fortune 100 telecommunications company. This 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

- Employment-related litigation in federal and state court – breach of contract, tortious interference, and trade secret misappropriation, Family Medical Leave Act (FMLA), American with Disabilities Act (ADA), Pregnant Workers Fairness Act (PFWA), and Fair Labor Standards Act (FLSA)
- Defend against Charge and/or Complaints – Ohio Civil Rights Commission (OCRC), Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL) and Unemployment Compensation Review Commission (UCRC).
- Conduct thorough, fair and impartial workplace investigations
- Workforce training and development
- Serve as a Title IX Investigator and Decision Maker

EDUCATION & ADMISSIONS

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

Litigation Certificate from University of Akron School of Law

University of Massachusetts, Lowell (B.A.)

Admissions

Ohio

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

PROFESSIONAL & CIVIC INVOLVEMENT

Greenleaf Family Center, Board Member

Torchbearers Akron, Class of 2023