

HEATHER STEELE

Associate | Akron (Fairlawn)

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ASSISTANT

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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 500 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 apart of the decision making process when working with me.

EXPERIENCE

- Joined Buckingham's Employment & Labor Practice Group in 2020
- 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 employment separations
- Represent employers before administrative agencies including the Ohio Civil Rights Commission (OCRC) and Unemployment Compensation Review Commission (UCRC)
- Handle employment and general litigation matters in state/federal court
- Advise clients on COVID-19 related guidance and decisions
- Conduct thorough, fair and impartial investigations for claims of discrimination and harassment, including Title IX matters, for corporations and educational institutions
- Conduct training sessions

EDUCATION & ADMISSIONS

The University of Akron School of Law, Akron, Ohio (J.D., 2019)

Litigation Certificate from UA Law, 2019

B.A. from UMASS Lowell, 2016

Admissions

Ohio

Northern District of Ohio

Southern District of Ohio

PROFESSIONAL & CIVIC INVOLVEMENT

Board Member, Greenleaf Family Center

Torchbearers Akron, Class of 2023