

HEATHER STEELE

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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 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 (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