



Amy Ryder Wentz

Shareholder

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Focus Areas

Discrimination and Harassment
Workplace Privacy and Data Security
Leaves of Absence and Disability Accommodation
Policies, Procedures and Handbooks
Hiring, Performance Management and Termination

Overview

Amy Ryder Wentz devotes her practice to counseling and defending employers in a broad range of employment-related matters, including:

- Discrimination, harassment, and retaliation
- Wrongful termination
- Social media and privacy
- Title VII
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Fair Labor Standards Act
- Ohio Revised Code Chapter 4112

Amy regularly appears in federal and state courts, and she handles administrative charges before the U. S. Equal Employment Opportunity Commission and the Ohio Civil Rights Commission, among other agencies. Additionally, she advises employers on compliance and other employment-related issues; helps them develop employee manuals and policies; assists them with investigations of employee misconduct and harassment; and provides management training on the FMLA and ADA.

Amy represents a diverse group of clients in the following industries:

- Telecommunications
- Manufacturing
- Healthcare
- Retail
- Food service
- Information technology

Prior to joining Littler Mendelson, Amy served as a judicial law clerk to the Honorable Lesley Wells, United States District Court in the Northern District of Ohio. In law school, she was executive editor of the *Cleveland State Law Review*.

Professional and Community Affiliations

- Member, Federal Bar Association
- Member, Ohio State Bar Association
- Member, Cleveland Metropolitan Bar Association
- Member, Board of Directors, Cleveland Montessori
- Warden, Vestry - Trinity Episcopal Cathedral, Cleveland, OH

Recognition

- Named, Super Lawyer, Ohio, *Super Lawyers*, 2018-2021
- Named, Rising Star in Employment & Labor Law, Ohio, *Super Lawyers*, 2012-2016
- Recipient, ABA-BNA Award for Excellence in the Study of Labor and Employment Law

Education

J.D., Cleveland-Marshall College of Law, 2006, *magna cum laude*

B.A., University of Redlands, 1993

Bar Admissions

Ohio

Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

U.S. District Court, Eastern District of Michigan

Publications & Press

Finally! Ohio Restores its Employment Discrimination Statute

Littler Insight

January 19, 2021

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Littler Elevates 24 Attorneys

Littler Press Release

January 3, 2017

EEOC Guidelines Provide a Confusing Roadmap to Investigating Retaliation Claims

Littler Insight

September 8, 2016

Seventh Circuit to Plaintiffs: Here's Your Burden of Proof

Littler Insight

September 1, 2016

Overloaded: EEOC Proposed Guidance on Retaliation

SHRM

March 3, 2016

Workplace Injuries: Intentional Tort Claims in Ohio Are (Nearly) Dead in the Water

Littler Insight

December 17, 2012

Ohio's Intentional Tort Statute Means What It Says

Littler Insight

November 29, 2012

The EEOC Misses the Mark with New Rule on the ADEA's Reasonable Factors Other Than Age Defense

Littler Insight

April 4, 2012

District Court Rejects Untimely Claims in Pattern or Practice Lawsuit

Littler Insight

May 23, 2011

Unreasonable Conditions Impeding Our Nation's Charities: An Unconstitutional Condition in the Combined Federal Campaign

53 Clev. St. L. Rev. 689

2006

Speaking Engagements

The Next Normal: Getting Back to Business in Ohio

August 3, 2020

COVID-19 and Impacts on Employers and Employees

Cleveland Marshall College of Law

April 30, 2020

2019 Ohio Employer Conference

Cleveland, OH

October 10, 2019

2018 Ohio Regional Employer Conference

Cleveland, OH

October 18, 2018

Managing Employment Law Cases under the New Civil Rules Amendments

Workshop for Judges of the Sixth Circuit, Federal Judicial Center

May 8, 2017

Fundamentals of Practice in the Northern District of Ohio

Cleveland Metropolitan Bar Association

June 17, 2016

Equal Pay and Retaliation – What's on the EEOC's Agenda and How Can Employers Get Involved?

February 17, 2016

Running the Gauntlet: Surviving Expanding ADA, FMLA, and Paid Sick Leave Obligations

2015 Ohio Employer Conference, Littler Mendelson, Cleveland, OH

October 22, 2015

Curbing FMLA Abuse

Littler Mendelson, Cleveland, OH

October 23, 2014

The Collision of Anti-Discrimination Laws and the Religious Rights of Employers

Cleveland-Marshall College of Law, Cleveland, OH

October 22, 2014

Same-Sex Marriage Benefits – What Ohio Employers Need to Know

Littler Mendelson, Cleveland, OH

October 24, 2013

The EEOC's Strategic Enforcement Plan (SEP): Critical Challenges Faced by Employers

Association of Corporate Counsel, Northeast Ohio Chapter, Cleveland, OH

September 19, 2013

Social Media, Cloud Computing and Data Management /Privacy

RPM International Inc.

October 17, 2012