

## Amy Ryder Wentz

Shareholder

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## Focus Areas

Discrimination and Harassment  
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

- Ranked, Labor & Employment, *Chambers USA*, 2023-2024
- 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 State University 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**

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **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**

**2024 Ohio Regional Employer Conference**

Cleveland, OH

October 10, 2024

**2023 Ohio Regional Employer Conference**

Cleveland, OH

October 5, 2023

**2022 Ohio Regional Employer Conference**

Cleveland, OH

October 6, 2022

**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