



## Benjamin W. Mounts

Associate

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### Focus Areas

Discrimination and Harassment  
Whistleblowing and Retaliation  
Litigation and Trials

### Overview

Benjamin W. Mounts advises employers on a broad range of employment matters arising under state and federal law. He also regularly defends employers in discrimination, retaliation, and harassment litigation and related charges.

Prior to joining Littler, Ben served as an associate at a regional law firm, where he counseled employers through a wide variety of compliance issues. He also represented employers, large and small, in cases arising under state and federal law before trial courts, administrative agencies, and appellate bodies.

During law school, Ben served as a staff editor and an issue editor for the *I/S Journal of Law and Policy for the Information Society*, a journal published by a partnership between The Ohio State University's Moritz College of Law and Carnegie Mellon University's H.J. Heinz III School of Public Policy and Management.

### Recognition

- Recipient, CALI Excellence For the Future Award in Constitutional Law, *Capital University Law School*, 2011
- Recipient, Outstanding Issue Editor, *I/S Journal: A Journal of Law and Policy for the Information Society*, 2014

### Education

J.D., The Ohio State University Moritz College of Law, 2014, *With Honors*

## Bar Admissions

Ohio

West Virginia

## Courts

U.S. District Court, Southern District of West Virginia

U.S. District Court, Southern District of Ohio

U.S. District Court, Northern District of Ohio

## Publications & Press

### **OSH Act Penalties Increase**

*Littler ASAP*

February 1, 2019

### **Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

### **About Face: OSHA Clarifies that Safety-Incentive Programs and Post-Incident Drug/Alcohol Testing ARE Permissible**

*Littler Insight*

October 19, 2018

### **OSHA Proposes to Rescind Major Portions of its Electronic Reporting Rule**

*Littler ASAP*

August 2, 2018

### **Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

### **Two Hot Topics for Ohio Employers in 2018**

*Columbus CEO*

December 28, 2017

### **Contributing Author**

*HRHero's monthly West Virginia Employment Law Letter*

2016

**Practice Points Column**

*HRHero's monthly West Virginia Employment Law Letter*  
2015

**Speaking Engagements**

**Employment Recordkeeping and Related Requirements**  
Society of Human Resource Management Chapter Meeting  
November 2015