

## Elise H. McKelvey

Littler CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## Overview

As a member of the Littler CaseSmart – Charges™ team and based in Tennessee, Elise H. McKelvey is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Previously, Elise represented management in a wide range of employment law issues including charges of discrimination and retaliation, wage and hour issues, restrictive covenant and contract disputes, and hiring practices. She has handled claims arising under various state laws as well as:

- Title VII of the Civil Rights Act
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)

Prior to joining Littler, Elise practiced employment law and commercial litigation at a Nashville law firm.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025

## Education

J.D., Vanderbilt University Law School, 2014

B.A., University of Kentucky, 2011

## Bar Admissions

North Carolina

Tennessee

## Courts

U.S. District Court, Western District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Eastern District of Tennessee

## Publications & Press

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **What's Hair Got To Do With It? An Update on the Crown Act**

*HR Professional Magazine*

April 1, 2020

### **Littler's Nashville Office Grows with Addition of Three Attorneys**

*Littler Press Release*

April 3, 2018

### **North Carolina Enacts Law Repealing "Bathroom" Bill But Limiting Local Anti-Discrimination Laws**

*Littler ASAP*

April 5, 2017

## **Speaking Engagements**

### **A Corporate Balancing Act: Business Need vs. Legal Risk**

Charlotte, NC

November 16, 2017

### **Creating a Gender-Neutral Workplace: Tips for Achieving Pay Equality**

Charlotte, NC

February 7, 2017