



Elizabeth K. Hanford

Associate

321 North Clark Street
Suite 1100
Chicago, IL 60654
main: (312) 372-5520
direct: (312) 795-3248
fax: (312) 372-7880
ehanford@littler.com



Focus Areas

Discrimination and Harassment
Litigation and Trials
Labor Management Relations
Arbitration

Overview

Elizabeth K. Hanford has broad experience in advising and defending employers in all aspects of labor and employment law including employee discipline, wrongful termination, discrimination, harassment, retaliation, whistleblowing, contract disputes, wage and hour, and civil rights. Elizabeth routinely appears before state and federal courts, as well as administrative agencies.

Before joining Littler, Elizabeth provided advice and counsel on business formation, operating agreements, articles of incorporation, employment contracts, and employee handbooks while at a boutique law firm. She also worked in local government, obtaining favorable results in labor arbitrations and complex litigation in federal and state courts. Elizabeth has successfully handled numerous depositions, settlement conferences and negotiations, dispositive motions, and discovery disputes.

While in law school, Elizabeth served as a judicial extern for the Hon. Samuel Der-Yeghiayan, U.S. District Judge for the Northern District of Illinois, interned for the City of Chicago and Illinois Attorney General's Office, and held the positions of writer and editor for the *Loyola Public Interest Law Reporter*. She was a member of the Criminal Mock Trial Team, reaching the semifinals in a national competition. She was also a member of the Willem C. Vis International Commercial Arbitration Moot Court team, receiving Honorable Mention for Best Oral Advocate in an international competition held in Hong Kong.

Professional and Community Affiliations

- Member, Board of Directors, Filament Theatre
- Member, Steppenwolf Associates
- Member, Women's Bar Association of Illinois
- Member, American Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024
- Dean's List, *Loyola University Chicago School of Law*
- Certificate in Trial Advocacy, *Loyola University Chicago School of Law*
- Recipient, CALI Award in Pre-Trial Litigation, *Loyola University Chicago School of Law*
- Named, Willem C. Vis International Commercial Arbitration Moot Fellow, *Loyola University Chicago School of Law*
- Named, London Advocacy Scholar, *London Advocacy Scholar*

Education

J.D., Loyola University Chicago School of Law, 2016

B.A., Loyola University Chicago, 2013, *With Honors*

Bar Admissions

Illinois

Courts

U.S. District Court, Northern District of Illinois

Publications & Press

Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers

Little ASAP

March 15, 2024

Emergency Rules Clarify Recent Amendments to the Illinois Day & Temporary Labor Services Act

Little ASAP

August 25, 2023

Illinois Adds Rights and Safety Protections for Temporary Workers

SHRM Online

August 8, 2023

Illinois Adds Rights and Safety Protections for Day and Temporary Workers

Little Insight

August 7, 2023