



Elizabeth V. LaFollette

Littler onDemand Counsel

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Focus Areas

Littler onDemand

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

Overview

As a member of the Littler onDemand team based in Florida, Elizabeth V. LaFollette serves as the primary point of contact for Littler onDemand clients, ensuring their workplace legal queries are promptly addressed. Liz brings more than 20 years of labor and employment litigation, advice and counsel experience to her Littler onDemand Counsel role. In her work with Littler onDemand clients, Liz acquires a deep understanding of their business needs and goals, and of their workplace cultures, guidelines, protocols, and resources, enabling her to provide highly efficient, relevant advice, and counsel. Liz frequently collaborates with Littler attorneys who bring industry-leading subject matter and jurisdictional knowledge to provide quick and substantive answers to client inquiries. She also leverages Littler's technology-based tools to access client information and optimize advice and counsel delivered through the Littler onDemand platform.

In her previous role with Littler, Liz handled hundreds of federal and state administrative Charges throughout the country for large national employers, and gained extensive knowledge of all aspects of the Equal Employment Opportunity Commission's enforcement priorities, procedures, and practices.

Prior to joining Littler, Liz litigated a wide range of labor and employment cases on behalf of employers, including jury trials and appeals. Liz's experience also includes counseling employers to implement policies that are lawful, practical, and effective, and offering strategic solutions to prevent litigation. Her experience includes advising employers regarding leave and accommodation issues, discrimination and harassment complaints, wage and hour issues, military leave obligations, drug testing, reductions-in-force, as well as engaging in collective bargaining. Liz has also conducted employment law training for employers and been a speaker at numerous employment law seminars for various professional and trade association groups.

Professional and Community Affiliations

- Member, The Florida Bar
- Member, Labor and Employment Law Section, The Florida Bar

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Rising Star, *Super Lawyers*, 2009

Education

J.D., University of North Carolina, *With High Honors*

B.A., University of Arizona, *Honors*

Bar Admissions

Florida

North Carolina

Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Northern District of Florida

U.S. District Court, Eastern District of North Carolina

U.S. District Court, Middle District of North Carolina

U.S. District Court, Western District of North Carolina

Speaking Engagements

Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

December 14, 2023

Personnel Management Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

June 22, 2023

Workplace Violence Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

February 28, 2023

Drug Testing Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Client Webinar

October 18, 2022

Wage & Hour Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Client Webinar

July 28, 2022