Littler

Elizabeth V. LaFollette

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Wage and Hour

Overview

As a member of the Littler CaseSmart® team and based in Florida, Elizabeth LaFollette is responsible for supervising a client-dedicated service team that focuses on handling administrative agency charges, ensuring the team provides excellent legal work in keeping with client expectations. In addition, Liz is responsible for handling administrative agency charges from investigation to conclusion. 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, Liz then defends the charge by drafting persuasive position statements and responses to the agency's requests for information and/or pursues resolution of the charge through formal or informal settlement negotiations.

Before joining Littler CaseSmart, Liz represented management in employment and labor law matters, and she has substantial experience litigating cases in both state and federal courts and representing employers before administrative agencies such as the Equal Employment Opportunity Commission and comparable state agencies.

Liz's experience includes counseling employers to implement policies that are lawful, practical, and effective, and offering strategic solutions to prevent litigation. She has helped employers navigate through the Family Medical Leave Act and the Americans with Disabilities Act. Her experience includes advising employers regarding:

- Discrimination and harassment complaints
- Wage and hour issues
- Military leave obligations
- Drug testing
- Retaliation complaints

- Terminations
- Reductions-in-force

Liz has also conducted employment law training for employers and has 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
- Member, Law School Liaison Subcommittee, 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