

Karina Schrengohst

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

Karina Schrengohst is a member of the Littler CaseSmart[®] team and is based in Massachusetts. She is responsible for early case evaluation (ECE). At the outset of each employment litigation matter, she identifies and reviews pertinent documents, interviews relevant witnesses, and drafts an ECE report for clients' cases. In keeping with each client's litigation philosophy, she partners with the local Littler litigation team and assists in developing and executing strategies for effectively handling litigation.

Prior to joining Littler, Karina represented and advised management in a wide variety of employment matters arising under federal and state laws. Karina defended employers in federal and state courts and before the Equal Employment Opportunity Commission (EEOC), the Massachusetts Commission Against Discrimination (MCAD), the Connecticut Commission on Human Rights and Opportunities (CHRO), and other state and federal administrative agencies. Her practice has included employment-related issues concerning:

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

Karina has also advised employers on human resource issues, including hiring, wage and hour law, leaves of absence, accommodations, discrimination and harassment, discipline, and terminations. She provided clients with tools to avoid disputes, such as employee handbooks, policies, and training. She is a regular presenter on labor and employment topics to various professional groups and employers, and has authored numerous articles.

During law school, Karina served as the editor-in-chief of the *Western New England Law Review*. She externed for the Hon. Michael A. Ponsor in the U.S. District Court for the District of Massachusetts and externed for the U.S. Attorney's Office in Springfield, Massachusetts.

Professional and Community Affiliations

- Volunteer, Best Friends Animal Sanctuary, 2019-2020
- Member, Board of Directors, Community Enterprises, Inc., 2011-2017

Education

J.D., Western New England University School of Law, 2011, *magna cum laude*

B.A., Smith College, 2008, *cum laude*

Bar Admissions

Massachusetts

Connecticut

Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Massachusetts

U.S. District Court, District of Connecticut