



## Lauren E. Clements

Associate

1300 IDS Center  
80 South Eighth Street  
Minneapolis, MN 55402  
main: (612) 630-1000  
direct: (612) 486-2005  
fax: (612) 630-9626  
lclements@littler.com



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### Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Unfair Competition and Trade Secrets  
Whistleblowing, Compliance and Investigations

### Overview

Lauren E. Clements is a strategic advisor and litigator who focuses her practice on a broad range of employment law issues arising under federal, state and local law. She routinely works with employers to resolve matters involving discrimination, harassment, and retaliation. Lauren also has considerable experience in handling cases involving noncompetition and trade secret disputes, including emergency and preliminary injunction matters. Lauren also advises government contractors on certain matters, including audit requests and annual filings, as well as strategically responding to information requests by the Office of Federal Contract Compliance Programs (OFCCP) for disclosure of EEO-1 reports.

In the event of litigation, Lauren strategizes with clients to reach the best outcome for their business by considering creative solutions and approaches. She represents employers in all stages of litigation, from administrative proceedings, to discovery management, briefing dispositive motions, taking and defending depositions, and mediation and settlement negotiations.

During law school, Lauren clerked at a children's specialty hospital and a manufacturing company working directly with the legal and executive teams on issues ranging from contract formation and employment disputes to complex healthcare and business litigation.

## Professional and Community Affiliations

- Member, Board of Directors, We Can Ride, Inc.
- Mentor and Advocate, Arthrogryposis Multiplex Congenita Support

## Recognition

- Recipient, Dean's Award for Performance in Employment Law, *University of St. Thomas School of Law*

## Education

J.D., University of St. Thomas School of Law, 2017

B.A., Augustana College, 2014

## Bar Admissions

Minnesota

## Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, District of Colorado

U.S. District Court, Western District of Michigan

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, District of Nebraska

## Publications & Press

### **Joining the Equity Equation: How Law Firms Can Embolden Attorneys with Disabilities**

*American Bar Association*

October 17, 2022

### **Attorneys With Disabilities Claim Role in Big Law Diversity Push**

*Bloomberg Law*

January 20, 2022

### **Little Launches New Affinity Group for Individuals with Disabilities**

*Little Press Release*

December 3, 2021

**Minnesota Update: Reopening and Returning to Work**

*Little Insight*

May 27, 2020

**Speaking Engagements**

**2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023

**Transitioning Reasonable Accommodations from Law School to the Workplace**

HNBA/VIA Annual Convention

September 7, 2023

**THC Legalization and the Impacts on the Workplace**

Southwest Human Resource Association, Marshall, MN

January 2023

**2022 Midwest Regional Employer Conference**

Minneapolis, MN

November 3, 2022

**Biggest Employment Law Questions Facing Employers in 2022**

TCSHRM Fall Employment Law Session

September 14, 2022

**Attorneys with Disabilities – Removing Barriers to Diversity, Equity, and Inclusion in the Legal Workplace**

2022 Upper Midwest Employment Law Institute

May 24, 2022

**Navigating Female-Specific Issues in the Workplace: How to Handle, and What to Prepare For**

TCSHRM Spring Conference

May 6, 2022

**2021 Upper Midwest Virtual Regional Employer Conference**

Minneapolis, MN

October 20, 2021

**Employment Law for Human Resource Practice: Work-Life Conflicts and Other Diversity Issues**

St. Mary's University

October 12, 2020

