

Lauren Kavanagh

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

As a member of the Littler CaseSmart – Charges™ team and based in New Jersey, Lauren Kavanagh is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. 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, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Lauren has represented employers in all matters of labor and employment law in both the public and private sectors, including handling discrimination, harassment and retaliation charges at the administrative agency level (EEOC or state agency). Her experience includes submitting position statements to the EEOC or state human relations agency, responding to EEOC information requests and handling mediations and settlement negotiations.

She also has extensive experience advising employers as to hiring, disciplinary matters, ADA and FMLA compliance, employment investigations, and wage and hour compliance. Lauren has experience in public sector labor relations under New Jersey law including handling of union grievances.

Professional and Community Affiliations

- Member, American Bar Association

Education

J.D., Seton Hall University School of Law, 2005

B.A., Washington and Lee University, 2000

Bar Admissions

New Jersey

Virginia

Courts

New Jersey Supreme Court

U.S. District Court, District of New Jersey

Virginia Supreme Court

Books & Book Chapters

- *Employment Discrimination, Law and Practice*, Co-author of 2008 treatise and its cumulative supplements in 2009-2018