



Trevor J. Hardy

Of Counsel

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Focus Areas

Leaves of Absence and Disability Accommodation

Wage and Hour

Financial Services

Litigation and Trials

Overview

Trevor J. Hardy focuses his practice on employment litigation and providing advice and counsel to employers. His experience includes partnering with clients to develop comprehensive strategies to achieve compliance with employee leave and accommodation statutes and regulations. Trevor has extensive knowledge of animal accommodations and routinely helps clients navigate complicated animal-related issues in the workplace and in places of public accommodation.

Trevor has first-chaired over a dozen arbitrations before the Financial Industry Regulatory Authority (FINRA), the American Arbitration Association, National Arbitration and Mediation, and JAMS, all dealing with employment-related claims involving termination, investigations, expungement of termination-related disclosures and customer dispute information, labor grievances, wage and hour, and/or discrimination.

A significant portion of Trevor's practice involves representing employers before federal and state courts and administrative agencies, with an emphasis on class and collective wage and hour matters involving minimum wage and overtime allegations, with a particular focus on tipped employees, and individual claims and investigations under Title VII, the ADA, the FMLA, and state equivalents.

Prior to joining Littler, Trevor worked in the complex business litigation and employment litigation departments in the Cleveland office of a full-service law firm. He also has public sector experience after serving as a municipal law attorney.

Professional and Community Affiliations

- Vice Chair of Board of Directors , Former Co-Chair, Equity and Inclusion Committee, Cleveland Rape Crisis Center, 2020-present
- Board of Directors, North Central Region, Canine Companions, 2024-present
- Volunteer, Equitas Health Name and Gender Change Pro Bono Legal Clinics

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2024
- Named, Rising Star, *Super Lawyers*, 2019-2022

Education

J.D., Case Western Reserve University School of Law, 2013, *cum laude*

B.A., University of Virginia, 2010

Bar Admissions

Ohio

Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

Publications & Press

Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and Clarify Compensable Time

SHRM Online

May 4, 2022

Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and to Clarify Compensable Time

Little ASAP

May 2, 2022

LGBTQ Workplace Protections – Lessons from Goldman Sachs Litigation

Bloomberg Law

July 18, 2019

Transgender Protections in the Workplace

Today's General Counsel Magazine

Summer 2019

Unanswered Questions: The ADA and Arrests after San Francisco v. Sheehan

Cities and Villages, Vol. 63, Issue No. 5

September/October 2015

Revised Code Chapter 2744: What's Happened and What's to Come

Ohio Association of Civil Trial Attorneys Quarterly Review, Issue No. 4

Fall 2015

Speaking Engagements

2023 Ohio Regional Employer Conference

Cleveland, OH

October 5, 2023

2022 Ohio Regional Employer Conference

Cleveland, OH

October 6, 2022

FMLA and ADA: Before, During and After a Global Pandemic

Roundtable Webinar

July 12, 2022