



Caroline M. Orrico

Associate

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Practice Areas

Handbooks and Policies
Discrimination and Harassment
Litigation and Trials
HR Advice and Counsel
Wage and Hour
Hospitality

Overview

Since beginning her practice of law, Caroline M. Orrico has provided advice and counsel to employers across a wide range of fields. Her clients have included PEO providers, higher education institutions, financial advisory firms, and many others. Her practice covers areas such as hiring, employee handbook drafting, employee performance, compliance, and training. Caroline also has extensive experience in defending clients in various types of litigation, whether in state or federal court, before administrative agencies, or alternative dispute resolution. She has handled claims involving noncompete and other restrictive covenant disputes, discrimination, harassment, and retaliation, wage and hour, ADA, FMLA, and leaves and accommodation.

Caroline collaborates closely with clients to proactively avoid litigation and ensure swift responses and adherence to evolving employment laws impacting their workplace. She focuses on drafting, reviewing, and advising on the implementation of employee handbook policies, offering counsel on related workplace matters.

Prior to joining Littler, Caroline was an associate in the labor and employment practice of a large regional law firm. There, she provided guidance and counsel to employers on workplace matters and represented public and private employers in all aspects of employment litigation.

Professional and Community Affiliations

- Member, Women In Law Division, Council Member; Labor and Employment Division, Committee Member, Allegheny County Bar Association
- Board Member, Young Catholic Professionals of Pittsburgh
- Emerging Leaders Council Member, Catholic Charities of Pittsburgh
- Board Member, Christian Legal Aid Clinic of Western Pennsylvania

Recognition

- Recipient, CALI Award, Philosophy of Crime and Punishment, *University of Pittsburgh School of Law*

Education

J.D., University of Pittsburgh School of Law, 2022

B.S., Carnegie Mellon University, 2019, *With University Honors*

Bar Admissions

Pennsylvania

Courts

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

Events & Speaking Engagements

Speaker, Employer's Response to Politics in the Workplace

Manufacturer Business Association, Erie, PA

May 2024

Conference Speaker, Artificial Intelligence in Human Resources: Advantages, Obstacles, and Uses

Manufacturer Business Association, Erie, PA

November 2023

Conference Speaker, Navigating Employment Discrimination in AI and Automated Systems

Pittsburgh Human Resources Association, Pittsburgh, PA

September 2023

Conference Speaker, Legal Obstacles Faced by Women in Higher Education

PennWest Conference, Pittsburgh, PA

April 2023