



Elizabeth (Libby) Rhiannon Valenzuela

Associate

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Practice Areas

Discrimination and Harassment
Inclusion, Equity and Diversity
Labor Management Relations
Unfair Competition and Trade Secrets
Wage and Hour

Overview

Libby Valenzuela advises and represents employers in various areas of employment and labor law. She represents employers of all sizes with litigation and counseling matters. Her litigation practice focuses primarily on complaints and investigations concerning wrongful termination, discrimination, harassment, leaves of absence, unfair competition and trade secrets, workplace safety, and wage and hour disputes and audits. Libby has experience with federal appeals, working on cases that have gone to argument before the Tenth Circuit Courts of Appeals.

Libby also has experience assisting employers navigate administrative agency actions, including actions with the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, and the Colorado Civil Rights Division. Outside of litigation, Libby provides her clients with proactive and pragmatic strategies for navigating complex rules regarding sick pay, leave, and accommodation issues, including those involving federal laws like the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA), and Colorado laws like the Healthy Families and Workplaces Act (HFWA) and Family & Medical Leave Insurance Act (FAMLI). She has also counseled employers on workforce-management issues, employee discipline, separations, and employee policies, including diversity, equity, and inclusion programs and policies with focus in the impact of guidance from the new Executive Orders.

Prior to joining littler, Libby worked as a legal intern working on reductions in force, discrimination lawsuits, agency actions, and wage and hour issues.

Libby graduated from the University of Denver Sturm College of Law, where she was a Technical Editor for the Journal of International Law and Policy. Libby also obtained a Corporate and Commercial Law Certification from the University of Denver Sturm College of Law. Her certification program provided her with knowledge, insight, perspective and skills required to practice effectively in the areas of corporate law, commercial law and bankruptcy, and business litigation. Libby curated a holistic and experiential learning experience in which she obtained extensive knowledge in supporting both public and private companies with corporate formation, secured transactions, compliance with securities law, contract negotiations, corporate governance, and other legal transactions.

Recognition

- Recipient, Hartje Objective Writing Award, *University of Denver*
- Recipient, Robert B. Yegge Memorial Scholarship , *University of Denver*

Education

J.D., University of Denver, 2024

B.A., New York University, 2021, *with honors*

Bar Admissions

Colorado

Languages

Spanish

German

Courts

U.S. District Court, District of Colorado

Publications & Press

New Minimum Wage Takes Effect in Boulder, Colorado

Littler ASAP

January 6, 2025

Employer Considerations for Navigating Evolving Gun Laws

Littler ASAP

July 27, 2022