



Elysia Baker Analo

Special Counsel

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
Investigations
Handbooks and Policies

Overview

Elysia Baker Analo represents and advises employers in all aspects of employment law. With over a decade of experience, Elysia regularly defends employers in state and federal court, before the Equal Employment Opportunity Commission and other administrative agencies, and in arbitration against claims of discrimination, harassment, and retaliation, wage and hour violations, and other statutory and common-law claims arising from the employment relationship.

Additionally, Elysia has deep experience counseling clients regarding day-to-day employment decisions and issues, such as employee discipline, terminations, separation agreements, noncompete and restrictive-covenant concerns, leave management, disability accommodations, handbook updates, and internal investigations. She provides employers with practical and business-forward advice on critical human resources issues, with an emphasis on preventive litigation practices and implementing best practices that avoid workplace disputes and resolve employee relations problems efficiently and cost-effectively.

Professional and Community Affiliations

- Member, Chicago Bar Association
- Member, National Employment Law Council
- Member, Black Women Lawyers' Association
- Board Member, Equip For Equality Young Professionals Board, 2017-2019

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2026
- Named, Emerging Lawyer, *Leading Lawyers Network*, 2017-2025

- Named, Top 40 Under 40, Illinois, *National Black Lawyers*, 2020

Education

J.D., Georgetown University Law Center, 2012

B.A., Harvard University, 2007

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Central District of Illinois

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Illinois