



## Megan J. Crowhurst

Shareholder

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## Practice Areas

Litigation and Trials  
Handbooks and Policies  
Investigations  
Leave and Accommodation  
Discrimination and Harassment

## Overview

Megan J. Crowhurst understands that each legal challenge requires a different approach depending on the goals of her clients. She is a passionate advocate, but she recognizes that offering superior legal services is not always about winning every possible argument. The most desired result often requires flexibility and consistent communication to ensure a cost-effective solution to every legal matter that comes across her desk.

Megan has represented corporate clients of all sizes, from multinational corporations to family-owned businesses. She provides practical advice and training to employers on various employee-related issues, including FMLA and ADA compliance; effective discipline and discharge; conducting harassment and workplace investigations; reviewing employment contracts; and policy and handbook development and administration. When needed, she defends employers before state and federal courts and administrative agencies in all types of individual employee and class action labor and employment litigation, including discrimination, harassment, wrongful and retaliatory discharges and wage and hour issues.

Before moving her practice to Oregon, Megan practiced labor and employment law in Chicago.

She was president of the Moot Court Honor Board and editor of the *Pacific Rim Law & Policy Journal* during law school. Prior to attending law school, Megan was actively involved in politics and served as a White House staff member during the Clinton Administration.

## Professional and Community Affiliations

- Member, Oregon Chapter, Federal Bar Association
- Member, Gus J. Solomon Inn of Court

## Recognition

- Named, The Best Lawyers in America®, 2024-2025
- Named, Rising Star, *Super Lawyers*, 2012-2013, 2015-2018

## Education

J.D., University of Washington School of Law, 2006

B.S., Texas Christian University, 2000

## Bar Admissions

Oregon

Washington

Illinois

## Courts

U.S. District Court, District of Oregon

U.S. District Court, Western District of Washington

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of Indiana

U.S. District Court, Southern District of Indiana

U.S. District Court, Eastern District of Wisconsin

## Publications & Press

### **New Year, New Workplace Fairness Act Requirements for Oregon Employers**

*Littler ASAP*

December 20, 2022

### **November 30 Deadline: Equivalent Plan Applications for Oregon's Paid Family Medical Leave Program Are Due**

*Littler ASAP*

November 7, 2022

### **Rules Governing Oregon's New Paid Family and Medical Leave Insurance Program and Equivalent Plan Application Process Finalized**

*Littler ASAP*

September 14, 2022

**Oregon Rule Expands Reasons Employees Can Take Emergency Paid Leave**

*SHRM Online*

April 8, 2022

**Oregon Rule Expands Reasons Employees Can Take Emergency Paid Leave**

*Littler ASAP*

April 1, 2022

**Oregon Reinstates Mask Mandate**

*SHRM Online*

August 16, 2021

**Oregon Reinstates Mask Mandate**

*Littler ASAP*

August 12, 2021

**Oregon Issues Temporary Rule Expanding the Scope of its Paid Sick Leave Law During a Public Health Emergency**

*Littler ASAP*

July 29, 2021

**Employment Highlights from Oregon's Active 2021 Legislative Session**

*Littler ASAP*

July 12, 2021

**Hold the Phone: Employees Can Bring Common-Law Wrongful Discharge Claims in Oregon for Seeking Legal Advice About Their Employment**

*Littler ASAP*

March 31, 2021

**Oregon Issues Temporary Rules for School Closures**

*SHRM Online*

October 15, 2020

**Oregon Bureau of Labor and Industries Issues Temporary Rules under the Oregon Family Leave Act for School or Child Care Provider Closures**

*Littler ASAP*

October 9, 2020

**Don't Get Caught by Surprise – Oregon's Workplace Fairness Act Provisions Take Effect October 1, 2020**

*Littler ASAP*

September 11, 2020

## **Events & Speaking Engagements**

### **2024 Pacific Northwest Regional Employer Conference**

Portland, OR

September 12, 2024

### **The ABCs of OR-PFML: An Overview of Paid Leave Oregon and Employer Equivalent Plans**

October 6, 2022

### **Game Changers: A Post-Game Show Breaking Down the Top Compliance and Litigation Plays to Protect Your Company in 2022**

Littler Executive Employer Conference

May 5, 2022

### **What's New in Oregon? Employer Update on the 2020-21 Legislative Session in Salem**

Portland, OR

July 15, 2021

### **Critical Update: Oregon Requires Changes to Harassment Policies and Settlement, Separation, and Severance Agreements Effective October 1, 2020**

September 17, 2020

### **Employment Law: Washington Tips and Traps for the Oregon Attorney**

Multnomah Bar Association, Young Lawyers Section

February 2018

### **Employment Law Update**

Multnomah Bar Association

February 2017

### **Effective Performance Management**

BOLI 31st Annual Employment Law Conference

November 2015

### **Managing Reasonable Accommodation Issues**

BOLI 30th Annual Employment Law Conference

November 2014