Trevor J. Hardy

Shareholder

Key Tower
127 Public Square, Suite 1600
Cleveland, OH 44114
main: +1 (216) 696-7600
direct: (216) 623-6089
fax: +1 (216) 696-2038
thardy@littler.com

Practice Areas

Leave and 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*®, 2023-2026
- 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

Tips HR Teams Need To Better Support Neurodiversity Accommodation Requests During Return-To-Office Transitions
Allwork.space
May 5, 2026

Pets at work? How benefit teams can prep to accommodate service animals
Employee Benefit News
April 22, 2026

Littler Lounge: Accommodations Unleashed - What Employers Need to Know About Service and Emotional Support Animals
Littler Podcast
April 9, 2026

Clarifications from Doctors Are Often Needed for Accommodations
SHRM
February 17, 2026

What should hospitality employers know about service animal requests?
Littler 2 the Point Video
December 17, 2025

Between a Dog and a Hard Place: Service Animals and the Legal Complexities of the Hospitality Industry
Littler ASAP
September 22, 2025

Celebrating Pride Month: Intersectionality and the Power of Living Authentically
Littler Podcast
June 18, 2025

RTO is driving up requests for remote work accommodations—and HR stress
HR Executive
May 23, 2025

Cleveland Adopts Salary History and Transparency Law
Littler ASAP
May 5, 2025

Attorneys: DOL is increasingly adding wage-and-hour inquiries to FMLA investigations
HR Dive
January 13, 2025

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder
Press Release
January 3, 2025

Celebrating Pride Month: The Importance of Advocacy and Community
Littler Podcast
June 27, 2024

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
Littler 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

Events & Speaking Engagements

2026 New York Regional Employer Conference
New York, NY
October 22, 2026

2026 Ohio Regional Employer Conference
Cleveland, OH
October 15, 2026

2024 Ohio Regional Employer Conference
Cleveland, OH
October 10, 2024

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