

## **Chelsie L. Smith**

Associate

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### **Focus Areas**

Litigation and Trials

Discrimination and Harassment

Retail

Investigations

Policies, Procedures and Handbooks

### **Overview**

Chelsie L. Smith's practice focuses on a wide array of labor and employment matters, including wrongful termination, discrimination, retaliation, harassment, and constitutional violations. Her practice encompasses not only litigation but also advising companies on the development and implementation of employee handbooks and policies. Chelsie provides representation for clients in negotiations and disputes related to union activities and collective bargaining agreements.

Chelsie has extensive experience advising employers and providing defense of claims in both state and federal courts involving the following:

- The Americans with Disabilities Act (ADA)
- Title VII of the Civil Rights Act of 1964
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)

Prior to joining Littler, Chelsie was employed by regional and international law firms where she represented a diverse clientele of private and public entities, and their officials, in Colorado and New York.

### **Professional and Community Affiliations**

- Member, Defense Research Insititute

- Member, New York Bar Association
- Member, Colorado Bar Association

## Recognition

- Named, Top 40 Under 40, *The National Black Lawyers*, 2024
- Named Rising Star, *Super Lawyers*, 2024

## Education

J.D., University of Virginia School of Law, 2015

B.A./B.S., University of Maryland, College Park, 2012

## Bar Admissions

District of Columbia

New York

Colorado

## Courts

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Southern District of New York

U.S. District Court, District of Colorado

## Languages

Spanish

## Publications & Press

**Non-Compete Agreements in Colorado, A New Era**

*Colorado Lawyer*

November 2022