

## **Dennise Smith**

Littler CaseSmart Counsel

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## **Focus Areas**

Littler CaseSmart

## **Overview**

As a member of the Littler CaseSmart – Charges™ team and based in West Virginia, Dennise Smith is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Dennise's background includes over 15 years of experience in handling administrative charges, litigation, and compliance counseling in workplace safety claims, employment discrimination, wrongful discharge, and sexual harassment claims.

## **Professional and Community Affiliations**

- Member, Labor and Employment Section, American Bar Association

## **Education**

J.D., West Virginia University College of Law, 1996

B.A., West Virginia University, 1991

## **Bar Admissions**

West Virginia

## Courts

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

U.S. District Court, Northern District of California

## Speaking Engagements

### **Moderator, MSHA Panel**

Mid-Winter Meeting, ABA Occupational Safety and Health Committee  
2020-2021

### **High Times in the Workplace: Dealing with Marijuana and Other Drugs**

The West Virginia Oil and Natural Gas Association, Fall Meeting  
2019

### **40th Annual Symposium**

West Virginia Coal Association, Charleston, WV  
2013

## Books & Book Chapters

- *Occupational Safety and Health Law, 3rd and 4th Editions, Ch. 20, Section of Labor and Employment Law, ABA and Bloomberg BNA, Co-editor*
- *Employment Discrimination Law Treatise, 7th Edition, Ch. 12, ABA, Co-editor*