

## Elizabeth K. Hanford

Associate

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### Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Labor Management Relations  
Arbitration  
Leaves of Absence and Disability Accommodation

### Overview

Elizabeth K. Hanford advises and defends employers in all aspects of labor and employment law including employee discipline, termination, discrimination, harassment, retaliation, whistleblowing, contract disputes, wage and hour, employee benefits, leave management, workplace accommodations, and collective bargaining. Elizabeth routinely appears before state and federal courts, as well as administrative agencies and arbitral tribunals. She also provides client training regarding labor relations and best practices.

Elizabeth has successfully litigated over 80 cases in federal and state court. She has obtained numerous favorable results serving as first-chair in grievance arbitration hearings, along with handling administrative proceedings before the National Labor Relations Board, Chicago Police & Human Resources Board, Illinois Department of Human Rights, and Equal Employment Opportunity Commission.

Before joining Littler, Elizabeth assisted business owners in drafting operating agreements, articles of incorporation, employment contracts, arbitration agreements, and employee handbooks while at a boutique law firm. Prior to that, Elizabeth was an in-house attorney for the City of Chicago. Her role involved investigating and litigating workplace policy violations, providing advice and counsel regarding employee discipline and separation, and defending against claims brought throughout labor arbitrations and complex litigation in federal and state courts. Elizabeth has extensive

experience handling depositions, settlement conferences and negotiations, dispositive motions, discovery disputes, and hearings.

While in law school, Elizabeth served as a judicial extern for the Hon. Samuel Der-Yeghiayan, U.S. District Judge for the Northern District of Illinois, interned for the City of Chicago and Illinois Attorney General's Office, and held the positions of writer and editor for the *Loyola Public Interest Law Reporter*. She was a member of the Criminal Mock Trial Team, reaching the semifinals in a national competition. She was also a member of the Willem C. Vis International Commercial Arbitration Moot Court team, receiving Honorable Mention for Best Oral Advocate in an international competition held in Hong Kong.

## Professional and Community Affiliations

- Secretary, Board of Directors, Filament Theatre
- Member, Steppenwolf Associates
- Member, Women's Bar Association of Illinois
- Member, American Bar Association
- Member, National Association of Women Lawyers

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Dean's List, *Loyola University Chicago School of Law*
- Certificate in Trial Advocacy, *Loyola University Chicago School of Law*
- Recipient, CALI Award in Pre-Trial Litigation, *Loyola University Chicago School of Law*
- Named, Willem C. Vis International Commercial Arbitration Moot Fellow, *Loyola University Chicago School of Law*
- Named, London Advocacy Scholar, *London Advocacy Scholar*

## Education

J.D., Loyola University Chicago School of Law, 2016

B.A., Loyola University Chicago, 2013, *With Honors*

## Bar Admissions

Illinois

## Courts

U.S. District Court, Northern District of Illinois

## **Publications & Press**

### **EXPERT INSIGHTS—Latest updates to Illinois personnel records review act**

*Westlaw Today*

August 16, 2024

### **Illinois Extends Statute of Limitations for Filing Discrimination Claims Under Illinois Human Rights Act, Adds Protected Classes, and Clarifies AI Use in Employment Decisions**

*Littler ASAP*

August 13, 2024

### **Latest Updates to Illinois Personnel Records Review Act**

*Littler ASAP*

August 12, 2024

### **In Advance of July 1 Compliance Deadlines, Chicago Agency Posts Updated Guidance and Notices for the City's Minimum Wages, Paid Leave, Fair Workweek Thresholds, and Required Notices**

*Littler ASAP*

June 7, 2024

### **Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers**

*Littler ASAP*

March 15, 2024

### **Emergency Rules Clarify Recent Amendments to the Illinois Day & Temporary Labor Services Act**

*Littler ASAP*

August 25, 2023

### **Illinois Adds Rights and Safety Protections for Temporary Workers**

*SHRM Online*

August 8, 2023

### **Illinois Adds Rights and Safety Protections for Day and Temporary Workers**

*Littler Insight*

August 7, 2023