

## Elizabeth V. LaFollette

Littler onDemand Counsel

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### Focus Areas

Littler onDemand

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

### Overview

As a member of the Littler onDemand team based in Florida, Elizabeth V. LaFollette serves as the primary point of contact for Littler onDemand clients, ensuring their workplace legal queries are promptly addressed. Liz brings more than 25 years of labor and employment litigation and advising experience to her Littler onDemand Counsel role. In her work with Littler onDemand clients, Liz acquires a deep understanding of their business needs and goals, and of their workplace cultures, guidelines, protocols, and resources, enabling her to provide highly efficient, relevant advice, and counsel. Liz frequently collaborates with Littler attorneys who bring industry-leading subject matter and jurisdictional knowledge to provide quick and substantive answers to client inquiries. She also leverages Littler's technology-based tools to access client information and optimize advice and counsel delivered through the Littler onDemand platform.

In her previous role with Littler, Liz handled hundreds of federal and state administrative Charges throughout the country for large national employers, and gained extensive knowledge of all aspects of the Equal Employment Opportunity Commission's enforcement priorities, procedures, and practices.

Prior to joining Littler, Liz litigated a wide range of labor and employment cases on behalf of employers, including jury trials and appeals. Liz's wide-ranging experience also includes advising and counseling employers regarding leaves and accommodations, discrimination and harassment complaints, wage and hour issues, military leave obligations, drug testing, and reductions-in-force. In addition to offering strategic solutions to prevent litigation, Liz has also conducted employment law training for employers and been a speaker at numerous employment law seminars for various professional and trade association groups.

## Professional and Community Affiliations

- Member, The Florida Bar
- Member, Labor and Employment Law Section, The Florida Bar
- Member, Labor and Employment Law EEOC and FEPA Liaison Committee, The Florida Bar
- Member, Labor and Employment Law School Liaison Committee, The Florida Bar

## Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating, *Martindale-Hubbell*
- Named, Rising Star, *Super Lawyers*, 2009

## Education

J.D., University of North Carolina, *With High Honors*

B.A., University of Arizona, *Honors*

## Bar Admissions

Florida

North Carolina

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Northern District of Florida

U.S. District Court, Eastern District of North Carolina

U.S. District Court, Middle District of North Carolina

U.S. District Court, Western District of North Carolina

## Speaking Engagements

**Accommodation Challenges Through the LoD Lens – Compliant Solutions to the Questions You Have Today**

Webinar

December 11, 2024

**Challenges with Terminations Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

July 25, 2024

**Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

December 14, 2023

**Personnel Management Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

June 22, 2023

**Workplace Violence Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

February 28, 2023

**Drug Testing Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

October 18, 2022

**Wage & Hour Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

July 28, 2022