

## Randi Ensley

Of Counsel

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## Focus Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Hiring, Performance Management and Termination  
Workers' Compensation  
Leaves of Absence and Disability Accommodation

## Overview

Randi Ensley has dedicated her entire legal career to representing employers in a variety of legal matters. With extensive experience in litigating claims involving discrimination, harassment, retaliation, medical leave, disability accommodation, and wage and hour disputes, Randi provides robust defense and strategic counsel to her clients. Her litigation experience ensures that employers are well-represented in complex legal disputes, safeguarding their interests and promoting fair workplace practices.

Beyond her litigation work, she provides valuable advice to employers on a range of employment issues, helping them navigate the intricacies of state and federal employment laws. Randi also assists in drafting employment policies and handbooks, ensuring compliance and fostering a positive work environment. Her proactive approach and deep understanding of employment law make her an indispensable resource for organizations aiming to maintain legal compliance and mitigate risks.

## Selected Matters

- Obtained unanimous defense verdict for retailer after five-day jury trial involving former cashier's claims for sexual harassment and retaliation

- Obtained Court of Appeals affirmation of summary judgment dismissal for insurance company against ex-investigator's claim for retaliation
- Obtained dismissal at pleadings stage against third-party's claims of aiding and abetting unlawful employment practices
- Obtained dismissal of administrative charges for dozens of employers for claims of discrimination, harassment, leave law violations, wage and hour violations, and retaliation

## **Professional and Community Affiliations**

- Past President, Oregon Chapter, Federal Bar Association
- Member, Employment Practices Committee, Oregon Business & Industry
- Member, Deschutes County Bar Association
- Member, Deschutes Women in Business

## **Recognition**

- Named, Rising Star, *Super Lawyers*, 2020-2024

## **Education**

J.D., Lewis & Clark Law School, 2014

B.A., Washington State University, 2011, *magna cum laude*

## **Bar Admissions**

Oregon

Washington

## **Courts**

U.S. District Court, District of Oregon

## **Speaking Engagements**

### **Legislative Update**

Oregon PRIMA Annual Fall Conference, Florence, OR

October 2023