

## Sarah V. Belchic

Associate

333 Commerce Street  
Suite 1450  
Nashville, TN 37201  
main: +1 (615) 383-3033  
direct: (615) 383-3273  
fax: +1 (615) 383-3323  
sbelchic@littler.com



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## Overview

Sarah V. Belchic advises and represents employers in a broad range of employment and labor law issues and disputes before state and federal courts, as well as administrative agencies. Sarah has represented employers in all aspects of employment claims arising under various employment and other statutes including, but not limited to, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), and the Family and Medical Leave Act (FMLA). Sarah has handled claims involving:

- Discrimination, harassment, and retaliation
- Failure to accommodate
- Administrative charges

Sarah also counsels and represents employers on a range of labor law matters, including:

- Union organizing campaigns and elections under the National Labor Relations Act
- Labor relations strategy and vulnerability audits
- Unfair labor practice proceedings before the National Labor Relations Board

Before joining Littler, Sarah served as a judicial law clerk to Magistrate Judge Charmaine G. Claxton and to Chief Magistrate Judge Diane K. Vescovo in the U.S. District Court for the Western District of Tennessee. She also externed for the Equal Employment Opportunity Commission Hearing Unit in the Memphis Field Office, working closely with the administrative law judges. During law school, Sarah was a senior notes editor for *The University of Memphis Law Review*.

## Professional and Community Affiliations

- Member, American Bar Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

- Named, Rising Star, Mid-South, *Super Lawyers*, 2023
- Recipient, Humphreys Fellowship, *The University of Memphis Cecil C. Humphreys School of Law*, 2017-2019
- Recipient, Academic Excellence in Federal Courts Award, *The University of Memphis Cecil C. Humphreys School of Law*, 2019
- Recipient, Dean's Distinguished Pro Bono Award, *The University of Memphis Cecil C. Humphreys School of Law*, 2019
- Member, Helen Hardin Honors Program, *The University of Memphis*

## Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 2019

B.A., University of Memphis, 2016

## Bar Admissions

Tennessee

## Courts

U.S. District Court, Western District of Tennessee

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Middle District of Tennessee

## Publications & Press

### **Different Standards for Different Groups: The 'Background Circumstances' Rule**

*Tennessee Bar Association*

February 27, 2024

### **Why employers should make sure health care plans are inclusive to transgender employees**

*The Tennessean*

December 20, 2023

### **The First 100 Days for Employers Under the Biden Administration**

*HR Professionals Magazine*

May 25, 2021

## Speaking Engagements

### **Hot Topics in Labor Law**

February 21, 2024