



## Caroline C. Headrick

Associate

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## Practice Areas

Handbooks and Policies  
Litigation and Trials  
Leave and Accommodation  
Unfair Competition and Trade Secrets  
Appellate

## Overview

Caroline C. Headrick focuses her practice on a wide-range of labor and employment matters in litigation, advice and counsel, and regulatory matters. She has frequently been praised by clients, lawyers and judges alike for her thoughtful legal analysis, practical advice, and high responsiveness to client matters. Caroline has experience litigating claims arising under several employment statutes, including the ADA, Title VII, PELRA, unfair competition, retaliation, constructive discharge, and pregnancy discrimination statutes.

Prior to joining Littler, Caroline was an associate at a boutique Minneapolis firm litigating cases in state and federal courts, including appeals. She also served as a trusted advisor to clients, drafting and proactively amending handbook policies for small and mid-size businesses as laws evolved.

Following law school, Caroline served as a law clerk for the Hon. Susan M. Robiner where she was a trusted advisor to the judge and drafted orders on several high-stakes and high-profile cases involving employment and products liability.

During law school, Caroline served as an articles editor on the *Journal of Law & Inequality* and she serviced small businesses needs through the school's pro bono Business Law Clinic, of which she also served as a student director. She has also earned a Certificate in Conflict Management from Pepperdine University Straus Institute for Dispute Resolution.

## Professional and Community Affiliations

- Member, Minnesota State Bar Association

- Member, Hennepin County Bar Association
- Member, Minnesota Women Lawyers
- Member, D.C. Bar Association

## Education

J.D., University of Minnesota Law School, 2022, *Dean's List*

B.A., Pepperdine University, 2019, *cum laude*

## Bar Admissions

Minnesota

District of Columbia

## Courts

Minnesota Supreme Court

U.S. District Court, District of Minnesota

U.S. Court of Appeals, D.C. Circuit

## Publications & Press

**Remote Work "Reasonable"? Why the COVID-19 Pandemic Calls for a Reinterpretation of the "Reasonable Accommodation" Standard, and How Companies Can Respond**

*40(1) Law & Ineq.* 211

2022