



## Chrisanne M. Gultz

Associate

Camelback Esplanade  
2425 East Camelback Road, Suite 900  
Phoenix, AZ 85016  
main: +1 (602) 474-3600  
direct: (602) 474-3637  
fax: +1 (602) 957-1801  
cgultz@littler.com



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### Practice Areas

Litigation and Trials  
Handbooks and Policies  
Whistleblowing, Compliance and Investigations  
Appellate  
Discrimination and Harassment

### Overview

Chrisanne M. Gultz focuses on employment litigation in federal and state courts, including claims of discrimination, retaliation, and harassment. Chrisanne also handles charges brought against employers in federal and state agencies, such as the Equal Employment Opportunity Commission (EEOC) and the Civil Rights Division of the Arizona Attorney General's Office (ACRD).

Chrisanne has experience in all phases of litigation, from case inception through discovery and trial. She has served as second-chair counsel in three federal jury trials on issues of discrimination and harassment. Although she is unafraid to take cases to trial, Chrisanne also keeps her clients out of court by securing nominal settlements and preventing potential claims. She regularly counsels employers in a variety of industries on compliance with federal and state labor and employment law, conducts internal investigations, and drafts employee handbooks.

### Professional and Community Affiliations

- Board Member, Arizona Association of Defense Counsel
- Member, Steering Committee, Arizona Women Lawyers Association
- Member, Phoenix Zoo Auxiliary

### Events & Speaking Engagements

#### What Everyone Should Know About Recent Changes in Employment Law

Arizona Women Lawyers Association, Phoenix, AZ

May 29, 2024

## Recognition

- Named, Top Lawyer in Labor and Employment Law *Phoenix Magazine*, 2022-2024
- Named, Ones to Watch *The Best Lawyers in America*®, 2022-2024
- Named, Rising Star, Southwest, *Super Lawyers*, 2022-2024
- Dean's Award *Arizona State University College of Law*

## Education

J.D., Arizona State University College of Law, 2017

B.S., Arizona State University, 2014, *magna cum laude*, *College Honors Program*

## Bar Admissions

Arizona

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona

## Publications & Press

### Proving Independent Contractor Status Under Federal Law

*External Publication*

January 1, 2025