



Elizabeth K. Hanford

Associate

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Labor Management Relations
Arbitration
Leave and Accommodation

Overview

Elizabeth K. Hanford advises and defends employers in all aspects of labor and employment law including employee discipline, termination, discrimination, harassment, retaliation, whistleblowing, contract disputes, wage and hour, employee benefits, leave management, workplace accommodations, and collective bargaining. She also provides client training regarding labor relations and best practices.

Elizabeth has successfully litigated over 80 cases in federal and state court. In addition, she maintains a robust trial practice before arbitral and administrative tribunals, obtaining numerous favorable results serving as first-chair in grievance arbitration hearings, along with charges before the National Labor Relations Board, the Chicago Police & Human Resources Board, the Illinois Department of Human Rights, and the Equal Employment Opportunity Commission.

Before joining Littler, Elizabeth assisted business owners with creating company policies, employment contracts, arbitration agreements, and employee handbooks while at a boutique law firm. Prior to that, Elizabeth was an in-house attorney for the City of Chicago. Her role involved investigating and litigating workplace policy violations, providing advice and counsel regarding employee discipline and separation, and defending against claims brought in labor arbitrations and complex litigation in federal and state courts. Elizabeth has extensive experience handling depositions, settlement conferences and negotiations, dispositive motions, discovery disputes, and hearings.

While in law school, Elizabeth served as a judicial extern for the Hon. Samuel Der-Yeghiayan, U.S. District Judge for the Northern District of Illinois, interned for the City of Chicago and Illinois Attorney General's Office, and held the positions of

writer and editor for the *Loyola Public Interest Law Reporter*. She was a member of the Criminal Mock Trial Team, reaching the semifinals in a national competition. She was also a member of the Willem C. Vis International Commercial Arbitration Moot Court team, receiving Honorable Mention for Best Oral Advocate in an international competition held in Hong Kong.

Professional and Community Affiliations

- Secretary, Board of Directors, Filament Theatre
- Member, Steppenwolf Associates
- Member, Lawyers for the Creative Arts Associate Board
- Member, Women's Bar Association of Illinois
- Member, American Bar Association
- Member, National Association of Women Lawyers

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2024-2025
- Dean's List *Loyola University Chicago School of Law*
- Certificate in Trial Advocacy *Loyola University Chicago School of Law*
- Recipient, CALI Award in Pre-Trial Litigation *Loyola University Chicago School of Law*
- Named, Willem C. Vis International Commercial Arbitration Moot Fellow *Loyola University Chicago School of Law*
- Named, London Advocacy Scholar *London Advocacy Scholar*

Education

J.D., Loyola University Chicago School of Law, 2016

B.A., Loyola University Chicago, 2013, *With Honors*

Bar Admissions

Illinois

Courts

U.S. District Court, Northern District of Illinois

Publications & Press

EXPERT INSIGHTS—Latest updates to Illinois personnel records review act

External Publication

August 16, 2024

Illinois Extends Statute of Limitations for Filing Discrimination Claims Under Illinois Human Rights Act, Adds Protected Classes, and Clarifies AI Use in Employment Decisions

Littler ASAP

August 13, 2024

Latest Updates to Illinois Personnel Records Review Act

Littler ASAP

August 12, 2024

In Advance of July 1 Compliance Deadlines, Chicago Agency Posts Updated Guidance and Notices for the City's Minimum Wages, Paid Leave, Fair Workweek Thresholds, and Required Notices

Littler ASAP

June 7, 2024

Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers

Littler ASAP

March 15, 2024

Emergency Rules Clarify Recent Amendments to the Illinois Day & Temporary Labor Services Act

Littler ASAP

August 25, 2023

Illinois Adds Rights and Safety Protections for Temporary Workers

External Publication

August 8, 2023

Illinois Adds Rights and Safety Protections for Day and Temporary Workers

Littler ASAP

August 7, 2023