



HEATHER STEELE

PARTNER

Office: 330.258.6407

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AKRON

3800 Embassy Parkway Suite 300
Akron, OH 44333

PRACTICE AREAS

- Employment & Labor
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EDUCATION

- The University of Akron School of Law (J.D., *magna cum laude*)
 - Litigation Certificate from University of Akron School of Law
 - University of Massachusetts, Lowell (B.A.)
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ADMISSIONS

- Ohio
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio

OVERVIEW

As an employment and labor attorney, I provide employers with counseling on matters related to their workforce, including employee leave of absence policies, accommodation requests, pregnancy, discrimination and harassment, wage and hour issues, personnel policies & employee handbooks, multistate compliance, employee terminations and reductions in force, and confidentiality, non-compete and non-solicitation agreements. In addition to counseling, I support businesses and educational institutions by handling a variety of workplace investigations, inclusive of Title IX investigations and decision-maker services for school districts, colleges and universities.

I also represent employers in employment-related lawsuits in federal and state court. When litigation is unavoidable, or a charge has already been filed with an administrative agency, I vigorously defend and guide my clients through the court or administrative process from start to finish.

Before joining the practice of law, I served as general manager for a Fortune 100 telecommunications company. This experience gives me a unique and important understanding of my client's needs. My goal is to ensure my clients feel heard, valued, and a part of the decision-making process when working with me.

PROFESSIONAL & CIVIC INVOLVEMENT

- Greenleaf Family Center, Board Member
- Torchbearers Akron, Class of 2023

EXPERIENCE

- Employment-related litigation in federal and state court – breach of contract, tortious interference, and trade secret misappropriation, Family Medical Leave Act (FMLA), American with Disabilities Act (ADA), Pregnant Workers Fairness Act (PFWA), and Fair Labor Standards Act (FLSA)
- Defend against Charge and/or Complaints – Ohio Civil Rights Commission (OCRC), Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL) and Unemployment Compensation Review Commission (UCRC).
- Conduct thorough, fair and impartial workplace investigations
- Workforce training and development



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- Serve as a Title IX Investigator and Decision Maker

MEDIA

Presentations:

- “Real Insights about Artificial Intelligence,” Breakfast with Buckingham (May 2024)
- Morning Buzz Panelist, Greater Akron Chamber (October 2023)
- Buckingham Employment & Labor Seminar (October 2023)
- Ohio Contractors Association, Employee Handbook (October 2023)
- “Winter is Coming: Are you ready?” Breakfast with Buckingham (October 2022)
- “Making the Call: Evaluating Request for Religious Objections to the COVID-19 Vaccine,” Akron Bar Association (January 2022)
- “HR Nightmares,” Canton Regional SCORE (August 2021)
- “Hiring Legalities and Best Practices,” Canton Regional SCORE (May 2021)
- [The Impact of COVID-19 on Employment Issues \(30 minute webinar\)](#) (November 2020)

Publications:

- [FTC Ban on Non-Compete Agreements](#) (April 24, 2024)
- [NLRB Says Severance Agreements That Contain Broad Confidentiality And Non-Disparagement Clauses Violate The National Labor Relations Act](#) (February 24, 2023)
- [OSHA Withdraws its Vaccine or Testing ETS](#) (January 26, 2022)
- [EEOC Issues Guidance on Employer-Mandated COVID-19 Vaccinations](#) (December 28, 2020)