



Principal, Cleveland

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Stephanie.Harley@jacksonlewis.com

Practices

- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management

Education

- Case Western Reserve University School of Law, J.D. 1998
- University of Colorado, B.A. 1995

Admitted to Practice

- Ohio - S.D. Ohio 1999
- Ohio - N.D. Ohio 1998
- Ohio 1998

Stephanie Harley employs a practical and client-centric approach to her employment counseling and conflict resolution practice. She appreciates that when employee-related conflicts or concerns arise—clients expect advice in a timely fashion. Because Stephanie prioritizes her clients' needs and understands their sense of urgency, they recognize her level of responsiveness and trust that she has their best interests in mind.

Holding herself to the highest standards of client service, Stephanie believes that understanding a client's business, risk tolerance, and priorities is the key to a rewarding client experience. In times of conflict, clients benefit from her skill in facilitating open communications combined with an understanding of their strategic priorities. With an eye towards litigation avoidance, Stephanie assists clients to work through complex personnel decisions, from daily operations to significant organizational changes and circumvent potential pitfalls. Actionable guidance is her goal using insight gained through experience to advise on all matters including: discipline and termination, reductions-in-force, benefits and FMLA administration, disability accommodations procedures, wage and hour issues, harassment and discrimination investigations, handbook and policy drafting, implementation and enforcement, employee and supervisory training, performance management, and contract and agreement drafting (non-competes, trade secret protection, independent contractors, etc.). Clients value her thorough preparation and clear communication throughout the legal process, ensuring they are well-informed and confident in their decisions.

Stephanie provides employers effective strategies for improving workplace culture and implementing diversity, equity and inclusion initiatives.

Stephanie's practice is marked by her representation of employers of all sizes in cases involving discrimination, harassment, retaliation, and various employment law violations.

As a necessary corollary to driving outcomes aligned with her clients' business goals, Stephanie prioritizes making their business her business. She has worked to gain critical experience in many industry sectors including telecommunications and energy. Her experience has resulted in Stephanie representing the following in litigation resulting in the dismissal of all claims:

- A large publicly traded telecommunications company defending against claims of sex and age discrimination during a reduction-in-force. (All claims were dismissed, and the dismissal was affirmed on appeal).
- A large publicly traded provider of wireless communications services defending against claims of age and sex discrimination by multiple plaintiffs in a reduction-in-force. (All claims were dismissed, and the dismissal was affirmed on appeal).
- A large publicly traded provider of components for telecommunications equipment defending against claims of race and disability discrimination. (All claims were

dismissed, and the dismissal was affirmed on appeal).

- A large publicly traded energy supplier defending against claims of sexual harassment and retaliation. (All claims were dismissed, and the dismissal was affirmed on appeal).
- A large publicly traded telecommunications company defending against claims of race, disability, and age discrimination, conspiracy to interfere with civil rights, promissory estoppel, and negligent retention and supervision. (All claims were dismissed, and the dismissal was affirmed on appeal).
- A nationwide fast-food chain defending against sexual harassment allegations. (All claims were dismissed).
- A large bank defending against a claim of wrongful discharge in violation of public policy in a highly publicized lawsuit (All claims were dismissed on summary judgment).

Stephanie also has experience representing clients across various industry sectors and workplace law claims:

- A multinational firm in the acquisition of an architecture firm and its subsidiaries by providing legal due diligence in all areas of the acquisition including review and analysis of business relationships and contacts, employee benefits, and human resources.
- A large publicly traded supplier of petroleum products defending against a pregnancy discrimination claim.
- A large hospital defending against a religious discrimination claim.
- A large publicly traded telecommunications company defending against claims of sexual harassment and retaliation by multiple plaintiffs.
- A large publicly traded provider of components for telecommunications equipment defending against claims of disability and age discrimination, a violation of the Equal Pay Act, retaliation, a violation of the FMLA, and intentional infliction of emotional distress.
- A real estate developer defending against claims of same-sex sexual harassment.
- A mid-sized advertising company defending against claims of age and gender discrimination in connection with a reduction-in-force.
- A hotel conglomerate defending against claims of disability, age, gender, and retaliation claims arising from a reduction-in-force.
- A non-profit organization against claims arising from violence in the workplace.

Honors and Recognitions

- The Best Lawyers in America, Litigation – Labor and Employment (2021-2024)
- *Benchmark Litigation*, “Labor & Employment Star” (2020-2022)
- Ohio Super Lawyers, Rising Stars list (2006-2007; 2012-2013)
- YWCA Woman of Professional Excellence Award (2010)

Pro Bono and Community Involvement

- DANCECleveland (Former Member, Board of Directors)
- Cleveland Entrepreneurship Preparatory School (Former Member, Board of Directors, Secretary)
- USO of Northern Ohio (Former Chair of Personnel Committee, Board of Directors)