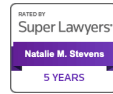




## Natalie M. Stevens

nms@zrlaw.com | 216.696.4441



**Natalie Stevens** has more than 20 years of experience in settlement negotiations, administrative proceedings, mediation, arbitration, and litigation on a myriad of employment-related matters, including claims involving the Age Discrimination in Employment Act, Americans with Disabilities Act, Title VII of the Civil Rights Act, Equal Pay Act, Fair Labor Standards Act, Family and Medical Leave Act, Occupational Safety and Health Act, Pregnancy Discrimination Act, Railway Labor Act, and Ohio's fair employment practices and wage-related statutes.

Natalie has experience representing employers and management in litigation involving claims of assault, breach of contract, breach of fiduciary duty, breach of duty of good faith and fair dealing, breach of duty of loyalty, civil conspiracy, constructive discharge, conversion, defamation, denial of benefits, discrimination, ethnic intimidation, FMLA interference and retaliation, fraud, harassment, hostile work environment, intentional and negligent infliction of emotional distress, intentional, fraudulent, and negligent misrepresentations, invasion of privacy, negligent hiring, training, retention, and supervision, misappropriation of trade secrets, promissory estoppel, retaliation, theft, tortious interference with business and contractual relationships, unfair competition, unjust enrichment, wage and hour violations, whistleblower activity, and wrongful discharge in violation of public policy. She also has extensive experience counseling employers and management on compliance with workplace laws and regulations, answering day-to-day employment-related questions, drafting and updating employee handbooks, updating other employment policies and procedures, evaluating and responding to employee leave of absence requests, evaluating and responding to employee accommodation requests, conducting and providing guidance with regard to workplace investigations, providing guidance with regard to employee discipline and terminations, responding to claims for unemployment compensation benefits and appealing improper determinations, and enforcing restrictive covenants in employment contracts.

Natalie has a Certificate in Alternative Dispute Resolution from The Ohio State University Moritz College of Law and serves as a neutral in various forums, including as mediator on panels for the Equal Employment Opportunity Commission, Northern District of Ohio, and Southern District of Ohio, and privately at the request of parties, and as an arbitrator on the American Arbitration Association's (AAA) Employment Panel and a hearing officer for National Arbitration and Mediation (NAM). Natalie also regularly publishes articles, presents

## Education

The Ohio State University Moritz College of Law J.D., with honors, and Certificate in Alternative Dispute Resolution, 2005

## Miami University

B.S., Business, *Cum Laude*, 2001

## Admissions

State: Ohio

Federal: United States Supreme Court

Federal: U.S. Court of Appeals, Sixth Circuit

Federal: U.S. District Court, Northern District of Ohio

Federal: U.S. District Court, Southern District of Ohio

## Memberships

Cleveland Employment Inn of Court (Member)

Ohio State Bar Association –

Labor & Employment Law Section (Member)

Ohio Women's Bar Association (Member)

The Ohio State University Moritz College of Law (Adjunct Professor)

## Commendations

Best Lawyers (2021 – 2026)

Ohio Super Lawyers (2021 – 2026)

Super Lawyers Rising Star (2013 – 2019)

Crain's "Notable Women in Law" (2024)

## Publications

*Quoted in Law360, "EEOC's Lucas Urges 'Human Touch' to Ease Holiday Stress", November 21, 2023*

*Quoted in Law360, "Mocktails Seen as Key Ingredient for Holiday Party Inclusivity", November 8, 2023*

*Cleveland Metropolitan Bar Journal, "Women Lawyers - 152 Years and Counting, Confronting and Overcoming Challenges", 2021*

*Cleveland Metropolitan Bar Journal, "Bridging the Gender Divide and Supporting Women in the Workplace", 2019*

*Cleveland Metropolitan Bar Journal, "Preparing for the Anticipated Amendments to the 'White Collar' Overtime Regulations", 2016*

*SHRM Online, "6th Cir.: County Jail Officer Gets Trial on FMLA", 2015*

and conducts training for companies on a variety of employment-related topics.

In her free time, Natalie enjoys spending time with family and friends, dining out, reading, and all that living near one of the Great Lakes has to offer.



“I’m a great believer in luck, and I find the harder I work the more I have of it.”

– Thomas Jefferson

## Speaking Engagements

Ohio State Bar Association 61st Annual Midwest Labor & Employment Law Institute, “*Labor and Employment Arbitrations: Arbitrators’ and Advocates’ Perspectives*”, 2024

Ohio State Bar Association, NLRB Important Developments 2023, “*Section 7 – Coercion*”, 2023

Bloomberg Law, “*Vaccine Mandates: Red Light, Green Light & Where to Go From Here*”, 2022

Ohio State Bar Association Quick Webcast, “*COVID-19-Related Employment Litigation: How It Started ... How It’s Going*”, 2021

The Bar Association of San Francisco Annual Labor and Employment Conference, “*COVID Litigation Trends, and Legislative and Regulatory Developments*”, 2021

Ohio State Bar Association 57th Annual Midwest Labor & Employment Law Seminar, “*Where is Employment Arbitration Headed, Including Discovery Challenges*”, 2020

LERA 71st Annual Meeting, “*Discovery Challenges in Non-Union Employment Arbitrations*”, 2019

Women in Digital Meeting, “*He for She: Supporting Women in the Workplace*”, 2019

Ohio State Bar Association Quick Webcast, “*The Interactive Process Under The ADA: It’s a Two-Way Street*”, 2018

Ohio State Bar Association All Ohio Legal Forum, “*Drafting Effective Employee Handbooks ... And What Happens When You Don’t*”, 2016

National Business Institute Human Resource Law from Start to Finish Seminar, “*Other Employment Laws You Need to Know*”, 2015

National Business Institute Human Resource Law from Start to Finish Seminar, “*Workplace Behavior and Privacy – Current Developments*”, 2015

Northern Ohio Employment & Labor Law Conference, “*Religion in the Workplace: A Look At Religious Accommodation Claims Following EEOC Guidance*”, 2015

Numerous seminars at prior law firm.

