



Elizabeth A. Callan

OF COUNSEL

Cincinnati

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Practice Areas

Employment Counseling

Labor and Employment

Education

Pepperdine Caruso Law, *Straus Institute of Dispute Resolution*,
Mediating the Litigated Case,
2021

University of Miami School of Law,
J.D., *cum laude*, 2003

University of Cincinnati, B.A., *cum laude*, 1998, with honors

Bar & Court Admissions

Ohio

Kentucky

U.S. District Court for the
Southern District of Ohio

*Admitted to practice law only in
the states listed above.*

Libby is of counsel in the Vorys Cincinnati office and a member of the labor and employment group. She has more than a decade of experience counseling employers and her practice is focused on a broad range of employment law matters, investigations and mediations. Libby completed her mediation training with the Pepperdine Caruso Law *Straus Institute of Dispute Resolution*.

Prior to joining Vorys, Libby served as a judge on the Hamilton County Court of Common Pleas. During her time on the court, she presided over a variety of business matters and matters in equity. In that role, Libby often served as a mediator in the cases before her—helping parties to find agreed resolutions to their disputes, prior to trial. Libby also served as an assistant prosecuting attorney early in her career successfully trying multiple felony matters.

Notable experience includes:

Litigation

- Successfully defending an employer in a jury trial in an age, race and disability lawsuit in state court
- Obtaining summary judgment for employers on discrimination, harassment, retaliation, wrongful discharge, and breach of contract claims in federal court
- Obtaining summary judgment for an employer on ERISA and ERISA retaliation claims
- Obtaining summary judgment for an employer on FMLA and FMLA retaliation claims
- Obtaining summary judgment for an employer on whistleblower claims in state court
- Conducting investigations of organizations based on employee complaints, often related to management level employees

Mediation

- Successfully mediating several pre-suit sexual harassment claims
- Resolving a longstanding real estate dispute
- By way of mediator's proposal, settling a contract dispute between vendors
- Successfully mediating multiparty business matters to resolution

Libby has presented at seminars across the country and provided training to employers on a variety of topics including conducting investigations, workplace harassment, managing employee leaves of absence and a variety of wage and hour issues.

Libby is a member of the Cincinnati Bar Association, serves on the Foundation Board at Lighthouse Youth Services and is a volunteer with Cincinnati Youth Collaborative Saturday Hoops program, the YWCA of Greater Cincinnati and the Ohio Pro Bono Partnership.

Libby received her J.D. *cum laude* from the University of Miami School of Law and her B.A. *cum laude* with honors from the University of Cincinnati.

Honors & Recognitions

The Best Lawyers in America, Employee Benefits (ERISA) Law, 2026

Cincinnati Chamber of Commerce, Leadership Cincinnati Class 44, 2020-2021

Cincinnati Business Courier, "40 Under 40," 2015

YWCA Cincinnati, Academy of Career Women of Achievement, "Rising Star," 2012

Professional and Community Activities

Cincinnati Youth Collaborative Saturday Hoops, Volunteer

Senators Portman/Brown Judicial Commission, Commissioner

Hamilton County Leadership Council, Member

YWCA Mamie Earls Sells Scholarship Program, Mentor

Lighthouse Youth Services Foundation, Board Member

Ethel Taylor Classroom Volunteer

Trilogy Ministry Group, Member

All Saints Church, Parishioner

Ohio State Advisory Committee to the U.S. Commission on Civil Rights, Member

