



Erin D. French

PARTNER

Cincinnati

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Practice Areas

Labor and Employment

Litigation and Appeals

Education

Ohio Northern University Pettit
College of Law, J.D., 2013, with
High Distinction

*Ohio Northern University Law
Review*, Editor in Chief, 2012-2013;
Staff Editor, 2011-2012

University of Georgia, B.A.,
magna cum laude, 2009

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth
Circuit

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

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

Erin is a partner in the Vorys Cincinnati office and a member of the litigation group. She began her practice primarily litigating complex commercial, general business and employment matters in state and federal courts. Erin has significant experience litigating harassment, discrimination, retaliation, wrongful discharge and non-compete cases.

In addition to her litigation practice, Erin advises on employment and education matters. She regularly counsels businesses on employment matters, including legal compliance, Americans with Disabilities Act (ADA) accommodations, employee discipline and terminations, review and development of policies and practices and employment contracts. She regularly performs investigations of and responds to employment administrative charges on behalf of employer clients.

Erin also has significant experience in matters unique to schools and academic environments. Erin regularly represents colleges and universities and advises on a wide variety of faculty, staff and student issues, crisis management and compliance with Ohio law, the Family Educational Rights and Privacy Act (FERPA), Title IX, the Clery Act and NCAA regulations. Erin also regularly represents K-12 schools and counsels on special education, due process and disciplinary issues. She has particular expertise in Title IX and is a certified Title IX investigator by the Association of Title IX Administrators.

Erin has been recognized by her peers for her work in litigation and employment, being named repeatedly to *Ohio Super Lawyers Rising Stars* and *The Best Lawyers in America 'Ones to Watch.'*

Career highlights include:

- Serves as outside counsel to private Ohio college
- Successfully defended and resolved disability discrimination and website accessibility case against an Ohio public university in federal court in which the Department of Justice intervened
- Obtained summary judgment on Section 1981 discrimination claim on behalf of a national grocery retailer in federal court

Industries

Colleges and Universities

- Successfully defended and resolved numerous age, sex, race and disability discrimination and retaliation cases against national companies and small businesses in state and federal courts
- Successfully defended and resolved wrongful discharge claims brought by labor union in arbitration
- Successfully defended national education testing organizations in federal court
- Obtained emergency appointment of receiver on behalf of a large financial institution in order to preserve more than \$20 million in collateral assets throughout the country
- Successfully prosecuted a public records mandamus action against an Ohio agency resulting in the production of hundreds of thousands of requested public records
- Prevailed on two briefs in the Tenth District Court of Appeals to set aside a magistrate's orders on behalf of relator in a public records mandamus action
- Obtained dismissal of all class action consumer fraud claims brought against a national consumer products manufacturer in two jurisdictions
- Obtained Rule 12(b)(6) dismissal of a complaint for breach of contract, tortious interference with contract and business relations, civil conspiracy and civil aiding and abetting on behalf of a national telecommunications company in state court
- Successfully defended a global manufacturing company against environmental-related common law claims by the State of Ohio claiming hundreds of millions in damages
- Successfully prosecuted and resolved significant breach of contract dispute on behalf of an Ohio bank alleging over \$6 million in damages in federal court
- Successfully defended and resolved a shareholder and directors of a closely-held corporation at trial and on appeal
- Drafted, revised and trained on Title IX policies for Ohio colleges and universities, as well as K-12 schools.
- Assisted private Ohio college in management and resolution of internal faculty and student complaints, as well as Title IX investigations and the disciplinary process related to students and student organizations
- Served as a law clerk for the Honorable David A. Cheney and the Honorable Richard K. Warren in the Allen County Common Pleas Court

- Served as a legal extern for the Honorable Gregory L. Frost in the U.S. District Court for the Southern District of Ohio

Erin has presented on the issues of discrimination and accommodations, including the ADA, website accessibility, and the use of medical and CBD as accommodations for individuals with disabilities.

Erin earned her J.D. with high distinction from the Ohio Northern University Pettit College of Law, where she was a member of the Willis Society. She was also the editor-in-chief of the *Ohio Northern University Law Review*. Erin earned her B.A. *magna cum laude* from the University of Georgia, where she was a member of the Varsity Equestrian Team that earned multiple SEC and national championships.

Events

Event, 4.30.2026

2026 Cincinnati Labor and Employment Seminar

Speaking Engagement, 9.18.2025

AICUO Higher Education Compliance Day

Event, 4.24.2025

2025 Cincinnati Labor and Employment Seminar

Speaking Engagement, 9.10.2024

Association of Independent Colleges & Universities of Ohio 2024 Compliance Day

Event, 4.25.2024

2024 Cincinnati Labor and Employment Seminar

Event, 11.16.2023

2023 Vorys Legal Education (VLE) Seminar

Event, 4.20.2023

2023 Cincinnati Labor and Employment Seminar

11.15.2019

College and University Professionals Association's HR Ohio Chapter 2019 Fall Conference

10.18.2019

2019: Presentation to the Association of Independent Colleges and Universities of Ohio and to the Association on Higher Education and Disability in Ohio

4.18.2019

2019 Cincinnati Labor and Employment Law Update

2.6.2019

Cannabis on Campus