



## Liana R. Hollingsworth

PARTNER

### Cleveland

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Cleveland, Ohio 44114-2327

### Akron

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Suite 1200  
Akron, Ohio 44308

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### Practice Areas

Employment Counseling

Labor and Employment

### Education

Case Western Reserve University  
School of Law, J.D., *cum laude*,  
2009

The University of Chicago, B.A.,  
2006, with honors

### Bar & Court Admissions

Ohio

Florida

U.S. Court of Appeals for the Third  
Circuit

U.S. Court of Appeals for the Sixth  
Circuit

Liana is a partner in the Vorys Cleveland office and a member of the labor and employment group. Her practice focuses on representing employers in litigation arising out of the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Title VII, Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA), Equal Pay Act (EPA) and similar state laws. She also participates in employment-related arbitrations and defends employers against charges and complaints before federal and state administrative agencies. Liana also counsels clients on a variety of employment law matters, including compliance issues, reductions in force, employee discipline and termination decisions, and internal complaints and investigations.

Liana is also involved in the preparation of employment-related documents, including employee handbooks, workplace policies and various agreements. She has lectured and provided training on numerous topics including discrimination and harassment under the ADA and Title VII as well as wage and hour law and the FMLA.

### Career highlights include:

- Litigating matters in more than 15 states
- Obtaining summary judgment in lawsuits across the county asserting: discrimination and harassment based on sex, race, religion, disability, pregnancy and age, as well as associational discrimination; workers' compensation retaliation; wrongful discharge in violation of public policy; negligent and intentional infliction of emotional distress; negligent supervision and retention; unpaid wages and vacation pay; FMLA interference and retaliation; whistleblower retaliation; defamation; and violations of the EPA
- Serving as trial counsel in both jury and bench trials
- Representing a broad range of employers including those in the retail; restaurants, food, and beverage; financial services; manufacturing; education; and health care sectors

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

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

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

U.S. District Court for the Middle  
District of Florida

U.S. District Court for the Eastern  
District of Michigan

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

Liana received her J.D. *cum laude* from Case Western Reserve University School of Law. She received her B.A. with honors from The University of Chicago.

## Honors & Recognitions

*Ohio Super Lawyers Rising Stars, Employment & Labor, 2015-2019*