



Natalie M. McLaughlin

PARTNER

Columbus

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Practice Areas

Corporate Diversity, Equity and
Inclusion Programs

Employment Counseling

Employment Litigation

Labor and Employment

Education

Vanderbilt University Law School,
J.D., 2007, Order of the Coif

Miami University, B.A., *summa
cum laude*, 2004, Phi Beta Kappa

Bar & Court Admissions

Ohio

Kentucky

U.S. Court of Appeals for the
Second Circuit

U.S. Court of Appeals for the Sixth
Circuit

U.S. Court of Appeals for the
Tenth Circuit

U.S. Court of Appeals for the
Eleventh Circuit

Natalie is a partner in the Vorys Columbus office and a member of the labor and employment group. Her practice is focused on a broad range of labor and employment law matters. Natalie has significant experience litigating harassment, discrimination, retaliation, wrongful discharge and non-compete cases. She has handled claims filed under the Fair Labor Standards Act, Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act and similar state laws. Natalie has represented clients before state and federal courts, the Equal Employment Opportunity Commission, and numerous state civil rights commissions. She also counsels employers on compliance with employment laws, the development of personnel policies and practices, employee discipline and termination, disability accommodations and medical leaves, and internal complaints and investigations.

Natalie further concentrates her practice in matters unique to colleges, universities and academic environments. Her work in this area includes advising and representing colleges and universities as to faculty and student issues, as well as counseling colleges and universities regarding compliance with laws such as the Family Educational Rights and Privacy Act (FERPA), Title IX, the Clery Act and NCAA regulations. Natalie also concentrates her practice in representing sororities and provides legal counsel on unique issues they face, including providing counsel on risk management, crisis management, housing issues, corporate governance issues, employment issues, member issues, and litigation and other liability issues.

Notable experience includes:

- Successfully defending an employer in a jury trial in a multi-plaintiff wrongful discharge and retaliation lawsuit in state court
- Obtaining dismissal of all claims against a sorority based on a private organization's right to make and interpret its own governing documents and obtaining dismissal of appeal after oral argument in federal court
- Successfully defending an employer in a jury trial in a multi-plaintiff age discrimination lawsuit in federal court

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 Western District of Michigan

Admitted to practice law only in the states listed above.

Industries

Colleges and Universities

Financial Institutions

Health Care

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Clerkships

The Honorable Algenon L. Marbley, United States District Court for the Southern District of Ohio, 2008-2009

- Successfully defending an employer in a jury trial in a pregnancy discrimination lawsuit in state court
- Successfully trying a declaratory judgment action case on enforceability of a non-compete agreement in state court and prevailing on appeal
- Successfully defending an employer in a wrongful discharge claim in arbitration
- After a multi-day hearing, obtaining dismissal from a state labor board on a petition for representation election under which the union sought to represent tenure and tenure-track faculty
- Counseling a university in the separation of a high level administrator and negotiating that separation
- Investigating discrimination complaints against a high level executive with a very large retail company
- Obtaining preliminary injunctions and securing the denial of preliminary injunctions for non-compete agreements in state and federal courts
- Successfully defending an employer in a multi-plaintiff race discrimination, national origin discrimination, and assault and battery lawsuit in arbitration
- Successfully defending an employer in a multi-million dollar labor arbitration concerning contract interpretation
- Obtaining summary judgment for employers on discrimination, harassment, retaliation, wrongful discharge, breach of contract, intentional tort and trade secrets claims
- Obtaining dismissal of Title IX claims brought by a student against a university in federal court
- Obtaining affirmations by federal appellate and state appellate courts of summary judgment dismissals of discrimination claims for employers

Natalie has lectured at seminars and provided training to employers on a variety of topics including workplace harassment, crisis management, developing appropriate non-discrimination policies, conducting internal workplace investigations, managing disabilities and accommodations in the workplace, managing employee leaves of absence, wage and hour issues and collective actions, voluntary separation incentive programs and reductions in force, religious accommodations, pregnancy accommodations, transgender and sexual orientation discrimination, the impact of domestic violence on the workplace, union avoidance and positive employee relations, developing appropriate policies and practices to address campus

sexual violence, and employment issues for colleges and universities.

Natalie is co-chair of Vorys' Hiring Committee.

Natalie received her J.D. from Vanderbilt University Law School, graduating Order of the Coif. She earned her B.A. *summa cum laude* with honors from Miami University.

Natalie was a clerk for The Honorable Algenon L. Marbley, District Judge for the United States District Court for the Southern District of Ohio.

Honors & Recognitions

The Best Lawyers in America, Litigation – Labor and Employment, 2025–2026; Employment Law – Management, 2026

Columbus CEO, Best Lawyers, Labor and Employment Law, 2023–2025; Litigation – Labor and Employment, 2023

Ohio Super Lawyers, Rising Star, Labor and Employment

Professional and Community Activities

Federal Bar Association (Columbus), Board of Directors, 2021 to present