



Lauren E. Ramamurthy

ASSOCIATE

Columbus

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Columbus, Ohio 43215

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Practice Areas

Employment Counseling
Labor and Employment

Education

Duke University School of Law,
J.D., *magna cum laude*

Duke University, B.A., *summa cum laude*, 2013

Bar & Court Admissions

Kentucky

Ohio

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 Eastern
District of Kentucky

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

Clerkships

The Honorable Charles R.

Lauren is an associate in the Vorys Columbus office and a member of the labor and employment group. She concentrates her practice on counseling employers in both employment and traditional labor law matters. Lauren assists employers with complying with Title VII of the Civil Rights Act, the Fair Labor Standards Act, the National Labor Relations Act, the Americans with Disabilities Act, and other federal and state employment laws. Lauren has assisted defending employers against employment lawsuits that include claims of discrimination, harassment, retaliation, wage and hour violations, and breach of contract. Lauren has represented clients in court, before the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, the Kentucky Commission on Human Rights, and similar state agencies throughout the country.

Notable experience includes:

- Assisted in defense and resolution of a breach of contract case against a small business
- Assisted in developing health and safety manual for a large manufacturer
- Part of a team that won summary judgment for a government contractor in a case involving the Equal Pay Act
- Represented multiple, public-sector employers in various arbitrations related to union membership

Lauren completed a U.S. District Court clerkship with the Honorable Charles R. Simpson III, Western District of Kentucky.

Lauren received her J.D. *magna cum laude* from the Duke University School of Law, where she was an executive editor of the *Duke Journal of Gender Law & Policy*. While in law school, Lauren served as a judicial extern for the Honorable Joe L. Webster and for The Duke University Office of Counsel. She received her B.A. *summa cum laude* from Duke University.

Simpson III, United States District
Court for the Western District of
Kentucky, 2016-2017

Honors & Recognitions

The Best Lawyers in America: Ones to Watch, Labor and Employment
Law – Management, 2021–2026

Ohio Super Lawyers Rising Stars, Labor & Employment, 2023–2026

Professional and Community Activities

Human Resources Association of Central Ohio, Member