

## Marlena K. Ellis

Associate

Philadelphia, PA  
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### OVERVIEW

Marlena defends employers, non-profit organizations and colleges and universities in workplace litigation and counsels clients through a wide range of complex employment matters. Marlena works with employers to ensure compliance with federal, state and local employment laws.

She advises clients in employment discrimination cases involving allegations of discrimination under Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. She also regularly represents businesses, non-profits and colleges and universities in discrimination, harassment and retaliation claims before federal and state courts and administrative agencies.

Additionally, Marlena advises employers on day-to-day employment matters including operational decisions, termination decisions, reductions in force, wage and hour compliance and the protection of confidential and proprietary information.

Marlena has conducted multiple confidential investigations for employers, municipalities and institutions of higher learning, addressing complex and high-stakes workplace issues. Marlena is passionate about using the law to benefit her clients with strategic precision and practical insight.

### RECOGNITION AND INVOLVEMENT

Marlena was selected for inclusion in the Lawyers of Color Hot list of 2022. The Lawyers of Color Hot List honors junior and mid-level attorneys of color who exemplify integrity, leadership, and a passion for diversity in their roles.

Outside of work, Marlena enjoys leading and participating in social justice, faith-based and community outreach initiatives.

### PRACTICES

Commercial Litigation  
Higher Education  
Insurance Coverage and Bad Faith  
Labor and Employment

### BAR AND COURT ADMISSIONS

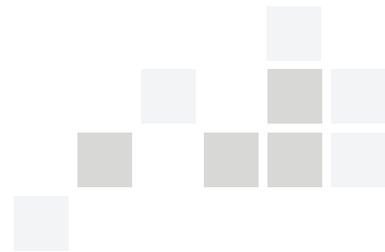
Pennsylvania  
New Jersey

### EDUCATION

Roger Williams University School of Law, JD,  
2021  
West Chester University of Pennsylvania,  
MS, 2016  
West Chester University of Pennsylvania, BS,  
2013

### MEMBERSHIPS

Barristers Association of Philadelphia  
National Bar Association  
Pennsylvania Bar Association



Prior to becoming an attorney, Marlena was active in the law school community, including her role as the President of the Christian Law Student Society, 3L Representative for the Black Law Student Association and member of the Trial Team.

During her time in law school, Marlena volunteered as a first generation law school mentor and as an income tax preparer for the Volunteer Income Tax Assistance Program. Additionally, Marlena was the recipient of the "Best Supporting Student" award for the weekly motivating speeches delivered to first year students.

## REPRESENTATIVE MATTERS

Conducted confidential investigations for Colleges and Universities involving allegations of employee misconduct, breach of confidentiality and compliance issues.

Conducted multiple confidential investigations for a New Jersey municipality addressing employee conduct, workplace policy violations and claims of discrimination.

Conducted confidential investigations for employers involving allegations of employee misconduct and claims of discrimination and harassment.

Defended employer in wage and hour claims under the Fair Labor Standards Act.

## IN THE NEWS

Marlena Ellis Makes The Lawyers of Color Hot List of 2022  
1.5.23

White and Williams Welcomes Ten New Associates  
11.4.21

## EVENTS

Coverage College 2025  
Convene CityView, Philadelphia PA, 10.23.25