

**Elizabeth R. Gift**

Shareholder

[elizabeth.gift@ogletree.com](mailto:elizabeth.gift@ogletree.com)**Location:**

Charlotte (Office: 704-405-3115, Fax: 704-342-4379)

**Education:**J.D., *Salutatorian*, Charlotte School of Law, 2012B.S., *cum laude*, College of Charleston, 2008**Practice Areas:**Employment Law, Litigation, Leaves of Absence/Reasonable Accommodation

Elizabeth is a fully-integrated partner in her clients' employment challenges as both a thoughtful counselor and an aggressive litigator.

Elizabeth devotes a substantial portion of her practice to providing creative, strategic, and practical advice to her clients on nearly every aspect of the employment relationship. As a strategic partner, Elizabeth focuses on addressing existing or threatened employment claims and on developing effective strategies to mitigate risk, all while meeting the unique business objectives of her clients. While Elizabeth serves employers across multiple industries, she has a depth of experience with clients in retail, manufacturing, healthcare, financial, and higher education, among others.

Elizabeth devotes the remainder of her practice to employment litigation. Whether it be enterprise-wide litigation, single-plaintiff litigation, or mass arbitration filings, Elizabeth has a compelling record in high stakes litigation, including under the FLSA, Title VII, the ADA, Section 1981, the ADEA, the FMLA, and the Federal Arbitration Act. Elizabeth's deep and varied experience has resulted in appearances across the United States, including the Fourth and Fifth Circuit Court of Appeals and federal and/or state courts in North Carolina, Georgia, Oklahoma, Texas, Louisiana, and Connecticut.

Elizabeth also regularly defends employers before federal and state administrative agencies, including the Equal Employment Opportunity Commission (EEOC) and the North Carolina Department of Labor (NC DOL). Prior to joining Ogletree Deakins, Elizabeth worked at the EEOC – an experience that provided her with a unique perspective into an administrative agency that at times can be a mystery to employers and other employer-side lawyers. She also routinely revises employee handbooks, policies, and agreements, as well as provides training to employee and management groups to help them remain compliant with applicable laws.

Elizabeth has received recognition by clients and peers for her work. She was named a *North Carolina Super Lawyers*' "Rising Star" for the last six years. She was also named to *Business North Carolina's* "Legal Elite" three years in a row, an honor recognizing the state's top lawyers. Beyond her practice, Elizabeth enjoys being with her husband and toddler, golfing, and spending time outdoors.

**Admitted to Practice:**

North Carolina

U.S. District Court, Eastern, Middle and Western Districts of North Carolina

U.S. Court of Appeals, Fourth and Fifth Circuits

**Honors and Awards:**

- North Carolina *Super Lawyers* Rising Star (2015, 2016, 2017, 2018, 2019, 2020)
- Business North Carolina Legal Elite (2015, 2016, 2017, 2021)

## **Professional Activities:**

- North Carolina Bar Association
- Mecklenburg County Bar Association
- Women Lawyers of Charlotte
- American Bar Association

## **Speeches:**

- ACC Webinar - "The New Normal: Legal Risks in Managing an Increasing Remote Workforce" - July 21, 2020
- Charlotte Area SHRM - "2020: An Employment Law Odyssey" - Charlotte - March 9, 2020
- WCI - "The Weinstein Effect and #MeToo: What Employers Can Expect in the New Era of Sexual Harassment Awareness" - Asheville - April 25, 2018
- Ogletree Deakins Briefing - "Pay Equity: Developments, Trends and Best Practices" - Concord - October 24, 2017
- Ogletree Deakins Briefing - "Pay Equity: Developments, Trends and Best Practices" - Charlotte - October 11, 2017
- TEA Certificate Series - "Employers' Responsibilities Under the FMLA" - Charlotte – June 8, 2017
- TEA Certificate Series - "Equal Employment Opportunity Compliance" - Charlotte - March 9, 2017
- SHRM Cabarrus County Chapter – “Trump Card: What Employers Can Expect in 2017” – Concord – January 10, 2017
- NCBA - "Basics of Employment Law" - Cary - October 6, 2016
- TEA Certificate Series - "Handbooks, Policies, and Other HR Communications" - Charlotte - April 14, 2016
- TEA Certificate Series - "How to Conduct Workplace Investigations" - Charlotte - December 10, 2015
- Sterling Education Services - "Sexual, Racial, and Other Harassment in the Workplace" - Asheville - November 19, 2015
- SHRM Cabarrus County Chapter - "Making the Business Case for Compliance: Turning Best Practices Into Reality" - Concord - October 2015
- TEA Certificate Series – “The Americans with Disabilities Act” – Charlotte – May 2015
- Charlotte Area SHRM – “Supreme Court Update” – Concord – March 9, 2015
- TEA Certificate Series – “Equal Employment Opportunity Compliance” – Charlotte – February 12, 2015

- TEA Certificate Series – “Dealing with Difficult Employees – Discharge, Discipline . . . Or Denial” – Charlotte – December 11, 2014
- SHRM Carolinas Chapter – “Leaves as Reasonable Accommodations – How much is enough and is anything unreasonable?”
- Piedmont Human Resource Association – “Social Media – Top Issues Affecting Employers” – Hickory – April 16, 2014
- TEA Certificate Series - "Avoiding Workplace Violence" - Charlotte - November 14, 2013
- Wingate University MBA Program - Guest Speaker - "Employment Law Primer" - Charlotte - July 29, 2013