

Carolyn Theis

Associate

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Overview

Carolyn Theis represents individuals and businesses of all sizes before a variety of tribunals, including state and federal courts and administrative agencies, in matters involving allegations of wrongful discharge and violations of state and federal antidiscrimination laws. She also conducts workplace investigations concerning allegations of harassment, discrimination, and retaliation related to race, sex, and disability.

Carolyn is well-versed in all phases of litigation, including drafting and responding to written discovery, witness preparation, taking and defending depositions, selecting and examining expert witnesses, pre-trial briefing, dispositive motion practice, and trial preparation. In addition to traditional litigation, she also counsels clients in alternative dispute resolution, including mediation and arbitration.

She consistently delivers favorable, cost-effective results for her clients. Committed to achieving positive outcomes, Carolyn tailors defense strategies to best suit the needs of each client, relying on her extensive knowledge of the law, courtroom experience, and creativity.

Prior to joining Littler, Carolyn worked for a St. Louis law firm, where she was also a summer associate. She served as a judicial extern for the Hon. Judge Shirley P. Mensah, Magistrate Judge for the Eastern District of Missouri. Carolyn started her legal career as a litigation paralegal in New York City.

Professional and Community Affiliations

- Board Member, Federal Bar Association, St. Louis Chapter, 2014-2018
- Member, Colgate University Alumni Club of St. Louis, 2011-2018
- Board Member, Young Lawyers' Division, Bar Association of Metropolitan St. Louis, 2016-2017

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Named, Rising Star, *Super Lawyers*, 2017-2018

Education

J.D., St. Louis University School of Law, 2014, *cum laude*

B.A., Colgate University, 2008, *magna cum laude*

Bar Admissions

Colorado

Missouri

Illinois

Courts

U.S. District Court, District of Colorado

U.S. District Court, Eastern District of Missouri

U.S. District Court, Western District of Missouri

Publications & Press

Colorado Issues Final Rules on Paid Family and Medical Leave

SHRM Online

September 9, 2022

Colorado Issues Final Rules on Benefits and Employer Participation Requirements for Paid Family and Medical Leave Insurance Program, Clarifies Private Plan Option

Littler Insight

September 6, 2022

Colorado Issues First Round of Regulations and Guidance on its Paid Family and Medical Leave Insurance (FAMLI) Program

Littler Insight

May 16, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Denver and its Neighbors Return to Work: Mayor Announces Expiration of Stay-at-Home Order and Ushers in Period of COVID-19 “Relief and Recovery”

Littler ASAP

May 6, 2020

Race and Other Four Letter Words

Missouri Employment Law Letter

September 2016

Sex Discrimination & Retaliation

Missouri Employment Law Letter

April 2016

Speaking Engagements

2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

Understanding Colorado’s New Paid Family and Medical Leave Insurance (FAMLI) Program

August 24, 2022

2021 Rocky Mountain Virtual Regional Employer Conference

Denver, CO

October 6, 2021

2020 Rocky Mountain Virtual Employer

November 18, 2020

The Top Ten: Policies Every Colorado Employer Should Have in the COVID Era - Session 5

July 23, 2020

Years After #MeToo: The Legal Fallout and What’s to Come

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019