

Elizabeth N. Overton

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

Overview

As a member of the Littler CaseSmart® team and based in Washington, Elizabeth N. Overton is responsible for handling administrative agency charges from investigation to conclusion. She works on client-dedicated service teams, focused on handling charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, Liz defends the charge by drafting persuasive position statements and responses to the agency's requests for information and/or pursues resolution of the charge through formal or informal settlement negotiations.

Liz has experience responding to complaints of discrimination and has represented employers in employment litigation. She has counseled clients to maintain compliance with federal and state laws and in matters such as:

- Harassment
- Discrimination
- The Fair Labor Standards Act (FLSA)
- Drafting employee policies
- Conducting investigations

Professional and Community Affiliations

- Member, Board of Directors, Polk County Bar Association
- Member, Polk County Women Attorneys, 2014
- Member, Iowa State Bar Association

- Member, Labor and Employment Section, American Bar Association

Education

J.D., Drake University Law School, 2007, *With High Honors*

B.A., Simpson College, 2004, *cum laude*

Bar Admissions

Washington

Courts

U.S. Court of Appeals, 8th Circuit