

## **Emily N.K. Monroe**

Littler CaseSmart Counsel

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### **Focus Areas**

Littler CaseSmart

### **Overview**

As a member of the Littler CaseSmart – Charges™ team and based in Kansas, Emily Monroe is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency 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, she defends the charge by drafting persuasive position statements and responses to the agency’s requests for information.

Before joining Littler, Emily represented local and national companies in employment law litigation. Her practice included both single-plaintiff lawsuits and class and collective action cases. She defended employers during agency investigations and in state and federal courts against claims of discrimination, harassment, retaliation, wrongful discharge, whistleblowing, breach of contract, and wage and hour violations. She also represented organizations accused of discrimination in the context of public accommodations or housing.

Emily has tried over 50 jury trials, as well as several bench trials, administrative hearings, and other contested matters. She has worked with employers in a wide range of industries, including hotels, hospitals, senior living facilities, manufacturers, contractors, restaurants, and non-profit organizations.

Emily previously worked as a criminal defense attorney and prosecutor, where she developed and honed her skills regarding investigations, addressing issues of jury appeal, handling intense negotiations and resolving questions of fairness and equity.

During law school, she served as JLM Executive Editor for the *Columbia Human Rights Law Review*.

## Professional and Community Affiliations

- Member, The Missouri Bar
- Member, Kansas City Metropolitan Bar Association

## Recognition

- Pro Bono Wall of Fame, *Missouri Bar*, 2022

## Education

J.D., Columbia Law School, 2003

B.A., Rhodes College, 2000, *cum laude*

## Bar Admissions

Missouri

Kansas

## Courts

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Eastern District of Missouri

U.S. District Court, Western District of Missouri

U.S. District Court, District of Kansas

## Publications & Press

### **What Mandatory Arbitration Limits Could Mean for Employers**

*Law360 Employment Authority*

February 2022

### **What Lawyers and Employers Need to Know About the New #MeToo Arbitration Law**

*Attorney at Law Magazine*

February 2022