

Kelsey A. VanOverloop

Associate

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Focus Areas

Appellate
Discrimination and Harassment

Overview

Kelsey A. VanOverloop represents employers of all sizes with litigation and counseling matters. Her litigation practice focuses primarily on employment discrimination and wrongful termination cases, defending employers in single-plaintiff litigation in Colorado, Montana, and Illinois. Kelsey has extensive experience with federal appeals, working on several cases that have gone to argument before the Seventh and Tenth Circuit Courts of Appeals.

Kelsey also has significant experience assisting employers navigate administrative agency actions, including actions with the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, the Colorado Civil Rights Commission, and the Montana Human Rights Bureau.

With respect to counseling, Kelsey provides her clients with proactive and pragmatic strategies for managing litigation risk and ensuring compliance with employment laws, specifically as relates to Federal and Colorado laws relating to disability accommodations. She has also conducted workplace investigations and counseled employers on workforce-management issues, including employee discipline, separations, and employee policies.

Prior to joining Littler, Kelsey represented clients in corporate matters, employment discrimination cases, and civil rights actions while with a boutique law firm in Chicago. Previously, she served for three years as a law clerk; first as a chambers clerk for the Hon. Stephen H. Glickman of the District of Columbia Court of Appeals, and then as a staff law clerk for the U.S. Court of Appeals for the Seventh Circuit, where she developed a sophisticated knowledge of appeals and appellate writing. In the latter capacity, Kelsey assisted all of the Seventh Circuit's judges with deciding complex civil

and criminal appeals. She was also selected to be a member of the court's habeas corpus unit, evaluating post-conviction petitions for state and federal prisoners.

Professional and Community Affiliations

- Member, Illinois State Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2025

Education

J.D., University of Michigan Law School, 2015, *cum laude*

B.A., University of Michigan, 2011, *with honors*

Bar Admissions

Colorado

Illinois

New York

Montana

Courts

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Colorado

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, District of Montana

Languages

French

Speaking Engagements

How Employers Can Best Protect Themselves in Montana

September 11, 2024

2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

Mile High SHRM 2023 Human Resources Conference

Denver, CO

February 3, 2023

2022 Rocky Mountain Virtual Regional Employer Conference

Denver, CO

October 27, 2021

2021 Rocky Mountain Virtual Regional Employer Conference

Denver, CO

October 6, 2021