

Lauren E. Clements

Associate

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Focus Areas

Discrimination and Harassment
Litigation and Trials
Unfair Competition and Trade Secrets
Whistleblowing, Compliance and Investigations

Overview

Lauren E. Clements is a strategic advisor and litigator who focuses her practice on a broad range of employment law issues arising under federal, state and local law. She routinely works with employers to resolve matters involving discrimination, harassment, and retaliation. Lauren also has considerable experience in handling cases involving noncompetition and trade secret disputes, including emergency and preliminary injunction matters. Lauren also advises government contractors on certain matters, including audit requests and annual filings, as well as strategically responding to information requests by the Office of Federal Contract Compliance Programs (OFCCP) for disclosure of EEO-1 reports.

In the event of litigation, Lauren strategizes with clients to reach the best outcome for their business by considering creative solutions and approaches. She represents employers in all stages of litigation, from administrative proceedings, to discovery management, briefing dispositive motions, taking and defending depositions, and mediation and settlement negotiations.

During law school, Lauren clerked at a children's specialty hospital and a manufacturing company working directly with the legal and executive teams on issues ranging from contract formation and employment disputes to complex healthcare and business litigation.

Professional and Community Affiliations

- Member, Board of Directors, We Can Ride, Inc.
- Mentor and Advocate, Arthrogryposis Multiplex Congenita Support

Recognition

- Recipient, Dean's Award for Performance in Employment Law, *University of St. Thomas School of Law*

Education

J.D., University of St. Thomas School of Law, 2017

B.A., Augustana College, 2014

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, District of Colorado

U.S. District Court, Western District of Michigan

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, District of Nebraska

Publications & Press

The Year in Unfair Competition and Trade Secrets: 2023 Developments and What Is on the Horizon for 2024

Littler Insight

December 20, 2023

Joining the Equity Equation: How Law Firms Can Embolden Attorneys with Disabilities

American Bar Association

October 17, 2022

Attorneys With Disabilities Claim Role in Big Law Diversity Push

Bloomberg Law

January 20, 2022

Littler Launches New Affinity Group for Individuals with Disabilities

Littler Press Release

December 3, 2021

Minnesota Update: Reopening and Returning to Work

Littler Insight

May 27, 2020

Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

New Year, New Us! Resolutions for You and Your Organization

January 25, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

Transitioning Reasonable Accommodations from Law School to the Workplace

HNBA/VIA Annual Convention

September 7, 2023

THC Legalization and the Impacts on the Workplace

Southwest Human Resource Association, Marshall, MN

January 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

Biggest Employment Law Questions Facing Employers in 2022

TCSHRM Fall Employment Law Session

September 14, 2022

Attorneys with Disabilities – Removing Barriers to Diversity, Equity, and Inclusion in the Legal Workplace

2022 Upper Midwest Employment Law Institute

May 24, 2022

Navigating Female-Specific Issues in the Workplace: How to Handle, and What to Prepare For
TCSHRM Spring Conference
May 6, 2022

2021 Upper Midwest Virtual Regional Employer Conference
Minneapolis, MN
October 20, 2021

Employment Law for Human Resource Practice: Work-Life Conflicts and Other Diversity Issues
St. Mary's University
October 12, 2020