FORDHARRISON

CHELSEA M. BARAN

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Chelsea Baran focuses her practice on representing employers in a broad range of labor and employment matters, including employment litigation, workplace counseling, and policy development and compliance.

Chelsea works with employers to address workplace challenges proactively while developing practical strategies for defending employment-related claims when disputes arise. She defends employers against claims arising under federal and state employment laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and state anti-discrimination laws. Her litigation experience includes drafting and defending motions, briefs, and memoranda and representing clients through various stages of employment-related disputes.

In addition to her litigation practice, Chelsea counsels employers on day-to-day employment, human resources, and labor matters. She advises on workplace policies and procedures, employee handbooks, employment agreements, and restrictive covenants, and has experience conducting comprehensive reviews and revisions of employer handbooks and policies. She also has experience with mediation and labor arbitration as methods of alternative dispute resolution.

Chelsea earned her J.D. from Saint Louis University School of Law, where she was a Dean's Scholar, served as a Teaching Fellow and Faculty Fellow, and was a Staff Editor for the *ABA Journal of Labor and Employment Law*. She also served as President of the Employment Law Association and completed a judicial placement with Magistrate Judge Gilbert C. Sison of the U.S. District Court for the Southern District of Illinois.

Representative Experience

- Successfully secured summary judgment on behalf of a national manufacturing company in a high-stakes class action lawsuit.
- Drafted employee handbooks and additional workplace

EDUCATION

- St. Louis University School of Law (J.D., 2021)
- East Tennessee State University (B.S., 2018)

BAR ADMISSIONS

- Illinois
- Missouri
- Texas

COURT ADMISSIONS

- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the Western District of Missouri

policies for employers with operations nationwide.

- Successfully defended employers against numerous discrimination charges, achieving favorable resolutions at both the administrative and litigation stages.
- Advised employers on compliance with federal and state employment laws, including discrimination, retaliation, accommodation, and leave-related requirements.

Memberships

- Austin Bar Association
- Illinois State Bar Association
- Austin Pets Alive!
- CARE STL, Canine Volunteer/Foster

Offices

- *Dallas:*
  1601 Elm Street, Suite 4000
  Dallas, Texas 75201
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  1221 McKinney St., Suite 4100
  Houston, Texas 77010