



LIANA R. HOLLINGSWORTH

Partner [Cleveland Office](#)

Phone [216.479.6152](tel:216.479.6152)

Fax [216.937.3406](tel:216.937.3406)

Email lrhollingsworth@vorys.com

PRACTICE AREAS

Labor and Employment

EDUCATION

Case Western Reserve University
School of Law, J.D., 2009, *cum laude*

The University of Chicago, B.A.
with honors, 2006

BAR AND COURT ADMISSIONS

Ohio

Florida

U.S. Court of Appeals for the
Sixth Circuit

U.S. District Court for the
Northern District of Ohio

U.S. District Court for the
Southern District of Ohio

U.S. District Court for the
Southern District of Florida

U.S. District Court for the Middle
District of Florida

U.S. District Court for the Eastern
District of Michigan

*Admitted to practice law only in
the states listed above.*

Liana is a partner in the Vorys Cleveland office and a member of the labor and employment group. Her practice focuses on representing employers in litigation arising out of the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Title VII, Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA), Equal Pay Act (EPA), and similar state laws. She also participates in employment-related arbitrations and defends employers against charges and complaints before federal and state administrative agencies. Liana also counsels clients on a variety of employment law matters, including compliance issues, reductions in force, employee discipline and termination decisions, and internal complaints and investigations.

Liana is also involved in the preparation of employment-related documents, including employee handbooks, workplace policies, and various agreements. She has lectured and provided training on numerous topics including discrimination and harassment under the ADA and Title VII as well as wage and hour law and the FMLA.

Her notable experience includes:

- Litigating matters in more than 15 states
- Obtaining summary judgment in lawsuits across the county asserting: discrimination and harassment based on sex, race, religion, disability, and age; workers' compensation retaliation; wrongful discharge in violation of public policy; negligent and intentional infliction of emotional distress; negligent supervision and retention; unpaid wages and vacation pay; FMLA interference and retaliation; whistleblower retaliation; and violations of the EPA
- Serving as trial counsel in both jury and bench trials
- Representing a broad range of employers including those in the retail; restaurants, food, and beverage; financial services; manufacturing; education; and health care sectors

Liana received her J.D. *cum laude* from Case Western Reserve University School of Law. She received her B.A. *with honors* from The University of Chicago.

Insights

"*Labor and Employment Alert: New Jersey Bans Pre-Employment Salary Inquiries,*" October 3, 2019

"*Labor and Employment Alert: Connecticut Prohibits Salary Inquiries,*" January 18, 2019

"*How Employers Are Faring Under Barack Obama: An Update on Federal Proposals that Would Affect the Workplace,*" December 15, 2010

VORYS

LIANA R. HOLLINGSWORTH

(Continued)

Honors and Awards

Ohio Super Lawyers Rising Stars, Employment & Labor, 2015-2019

Events

Akron Labor and Employment Law Conference
November 18, 2011