



Employment Law

Kohlen & Patton attorneys provide a wide range of employment law services to individuals and employer organizations, ranging from small corporations with relatively few employees to large public and private companies with hundreds of employees. We handle all types of employment litigation, including cases involving wrongful discharge, discrimination, sexual harassment, the Americans with Disabilities Act, Title VII of the Civil Rights Act, the Family Medical Leave Act, trade secrets, unfair competition, and non-compete agreements. In addition, we regularly consult with our corporate and business clients on employment matters and assist in implementing preventive measures designed to avoid litigation with employees. We also represent individual employees in employment matters on a selective basis, including negotiation of severance arrangements and employment litigation.

Our employment law services include:

- Consultation on employee or personnel matters, including termination issues, hiring issues, benefits, non-compete agreements, severance packages, and labor relations issues;
- Drafting and implementation of employee handbooks or personnel policy manuals;
- Representation before the Equal Employment Opportunity Commission, Ohio Civil Rights Commission, and Kentucky Commission on Human Rights with respect to charges of discrimination;
- Representation in state and federal courts throughout southern Ohio, northern Kentucky, and southern Indiana on employment litigation matters;
- Drafting, negotiation and implementation of employment contracts, non-compete and confidentiality agreements, severance agreements, trade secret protection programs, and related employment documents;
- Periodic consultation regarding recent changes in state and federal employment law; and
- Presentation of seminars or in-service programs to managers, supervisors and human resources personnel to assist in the prevention of employment disputes or litigation.