



## Emily Olivier Kesler

Associate

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Emily Kesler focuses her practice on employment law, commercial business litigation, and white collar crime.

In the area of employment law, Ms. Kesler's practice includes defending employers against claims brought under Title VII of the Civil Rights Act, Section 1981 of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA) and similar state and federal laws governing employment discrimination, harassment, and retaliation before the Equal Employment Opportunity Commission (EEOC), in arbitration and in state and federal courts. Ms. Kesler also defends employers in complex wage and hour matters, including collective actions, involving claims for minimum wage, overtime, misclassification, retaliation, and joint employment under the Fair Labor Standards Act (FLSA) as well as state law wage claims in construction, hospitality, technology, and other business sectors.

In the area of commercial litigation, Ms. Kesler has worked on a variety of matters with an emphasis on issues related to fiduciary breaches, contractual breaches, tortious interference with contract, misappropriation, and unfair and deceptive trade practices. Ms. Kesler also provides Fair Housing Act (FHA) and Rehabilitation Act advice to heavily regulated affordable housing providers and has provided legal defense for claims brought pursuant to these acts as well as premises-liability claims brought against housing providers.

In the area of government enforcement and investigations, Ms. Kesler also represented individuals in connection with white collar criminal matters involving allegations of public corruption and fraud. She has experience defending clients in Federal False Claims Act lawsuits.

Ms. Kesler has significant experience defending clients in class and collective actions in various types of lawsuits in both state and federal court.



### Representative Matters

- Represented a low-income housing provider in several multi-plaintiff toxic mold exposure lawsuits and achieved favorable settlements on behalf of the client.



### Professional Honors & Activities

- Listed in *Louisiana Super Lawyers* as a Rising Star in Employment & Labor (2024)
- Board Member – New Orleans Federal Bar Association, Young Lawyers Division
- Member – Louisiana Bar Association
- Member – American Bar Association



### Publications

- "What Employers Should Know About the EEOC's Proposed PWFA Regulations" (August 2023)
- "National Labor Relations Board's Recent Rulemaking Agenda," republished by *Westlaw Journal Employment* (July 2019)



## Speaking Engagements

- "The Great Workplace Transformation: New Thoughts on Policies, Pay, and Prevention" (November 2022)
- Co-presenter – "FMLA and ADA Compliance," Baker Donelson Labor & Employment Seminar "The Inside Scoop: Understanding and Reducing Legal Risks in the Workplace" (December 2019)
- "Legal Issues in Recruiting and Hiring" (February 2019)



## Webinars

- What You Should Expect if Your Employee is Expecting (April 2023)
- 2020 Fair Housing Act Training (November 2020)



## Education

- William & Mary Law School, J.D., 2017, magna cum laude
  - *William & Mary Law Review*, lead articles editor
  - Order of the Coif
- University of Georgia, B.A., 2014, summa cum laude
  - Phi Beta Kappa



## Admissions

- Louisiana
- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Courts for the Eastern, Middle, and Western Districts of Louisiana