



Mollie G. Mohan

ATTORNEY AT LAW / SHAREHOLDER

Practice Areas

Higher Education
Labor & Employment
Commercial Litigation
Appellate Law

Bar Admissions

Missouri, 2012
Illinois, 2013

Contact Information

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Mollie G. Mohan practices primarily in the areas of labor & employment and higher education with an emphasis on litigation and appeals. Mollie represents colleges, universities, and private employers in labor and employment matters at the administrative, trial, and appellate level. Prior to joining the firm, Mollie worked at a large-sized litigation firm in Saint Louis. While in law school, Mollie was a student law clerk to the Honorable Jean C. Hamilton of the United States District Court for the Eastern District of Missouri.

Mollie is the co-Chair of the firm's Higher Education practice group; co-Chair of the firm's Labor & Employment practice group; and Chair of the firm's Liaisons for Equity, Access, and Diversity Committee (the LEAD Team).

Education

- J.D., Charleston School of Law, 2012
 - Graduated magna cum laude
 - Editor-in-Chief, Charleston Law Review
- B.A., Saint Louis University, 2006
 - Graduated cum laude

Professional Affiliations

- The Missouri Bar Association
- The Bar Association of Metropolitan St. Louis
- The Women Lawyers' Association of Greater St. Louis
- Joint Commission on Women in the Profession

Selected Publications and Presentations

- "Ethical Issues in Discovery," Tueth Keeney Higher Education Symposium, June 2023
- "Higher Education HR Legal Update," Missouri College & University Professional Association – HR Annual Conference (September 2022)
- "Employment Law Lightning Round," Association of Corporate Counsel CLE, November 2022
- "Preparing Effective Position Statements," Association of Corporate Counsel CLE, November 2021
- "Higher Education Human Resources Legal Update," Missouri College and University Professional Association for Human Resources Annual Conference, September 2021
- "Legal Updates," Missouri Community College Associate Trustee and Leadership Conference, July 2021
- "Title IX Updates," Tueth Keeney Higher Education Seminar, June 2021
- "MHRA Spotlight: Limits and Requirements of 'Place of Public Accommodation' Claims, Tueth Keeney Higher Education Seminar, June 2021
- "Policy and Handbook Essentials," Society for Human Resource Management Annual Legal Update, February 2021
- "Labor and Employment Law: What to Expect in 2021," Association of Corporate Counsel-St. Louis CLE, December 2020
- Author of the Missouri Chapter of the Employment Law Alliance (ELA) Global Employer Handbook
- "Missouri Passes Law Bringing Discovery Rules More in Line with Federal Rules," 2019 Association of Corporate Counsel Newsletter
- "E-discovery Myth Busters Brown Bag Lunch CLE," February 2019

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- "Employee Handbook Must Haves," University of Missouri – St Louis Non-Profit Management & Leadership Program continuing education class, February 2019
- "E-discovery: The Good, the Bad, and the Ugly," Tueth Keeney CLE, September 2018 (Part I) and October 2018 (Part II)
- "MHRA on the Move: Where We Are Today," Association of Corporate Counsel Conference, February 2018
- "Navigating Employee Leaves of Absence," Human Resources Management Association of Greater St. Louis Employment Roundtable, February 2018
- "Navigating Employee Leaves of Absence," Missouri Association of School Business Officials Fall Conference, November 2017
- "What Nonprofits Need to Know about Personnel and Schedule-Related Policies," University of Missouri – St Louis Non-Profit Management & Leadership Program continuing education class, August 2017
- "Agency Update," Association of Corporate Counsel Conference, December 2016
- "Hot HR Topics," University of Missouri – St Louis Non-Profit Management & Leadership Program continuing education class, October 2016
- "Litigating the Locker Room: Transgender Issues," Missouri School Board Association Safety Conference, September 2016
- "Privacy in the Internet Age," 5 CHARLESTON L. REV. 581 (2011)
- "Proposed Change to Civil Lawsuit Pleading Standard Strays Far from Original Federal Rule," 25 WASH. LEGAL FOUND. 33 (2010)

Significant Trials

- *Marcantonio v. Board of Governors of Lincoln University*. MHRA hostile work environment and constructive discharge claims against Lincoln University brought by the former Director of Human Resources at the University. The trial court directed a verdict for the University following a five-day jury trial.
- *Sanders v. City of Columbia*. Trial involving former Police Officer for the City of Columbia seeking reinstatement, back pay, and benefits. Judgment for the City/Employer. Upheld on appeal by the Western District of Missouri Court of Appeals.

Significant Appeals

- *Sanders v. City of Columbia*, 602 S.W.3d 288 (Mo. App. 2020). Affirming trial court's judgment for the City of Columbia in wrongful termination claim brought by former City police officer.
- *Novak v. Board of Trustees of Southern Ill. Univ.*, 777 F.3d 996 (7th Cir. 2015). Affirming summary judgment in favor of University and three faculty members in disability discrimination claim brought by doctoral student.
- *Hatcher v. Board of Trustees of Southern Illinois University*, 829 F.3d 531 (7th Cir. 2016). Affirming summary judgment in favor of the University and administrator on a former faculty member's gender discrimination and First Amendment retaliation claims.

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