



Emily Vaisa

Cleveland

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Overview

Emily focuses her practice on representing employers on a broad range of labor and employment matters, including workplace terminations, reductions in force, non-compete agreements, offer letters, employee handbooks and policies, and litigation involving wage and hour claims, employment discrimination, wrongful discharge and non-compete disputes.

Emily is known for her calm, open-minded approach and her commitment to being a trusted confidante for her clients. She works closely with employers to develop practical solutions that minimize business risk and strives to be the first call clients make when employment issues arise. Emily is recognized for her responsiveness and thoughtful advocacy and works tirelessly to find solutions to her clients' challenges.

In her litigation practice, Emily defends employers against claims of discrimination, harassment, and retaliation, as well as wage and hour violations, under Title VII, ADA, FMLA, FLSA and similar state laws. Her experience includes leading fact-finding interviews and internal investigations in response to EEOC, OCRC and other state agency discrimination charges, where she assesses her clients' legal exposure, advises on mediation or position statements, and either represents her clients through the mediation process or drafts persuasive position statements on her clients' behalf. In state and federal court litigation, Emily oversees cases for employers at every stage of the litigation process: drafting pleadings, dispositive motions, written discovery, mediation statements and settlement agreements.

Additionally, Emily is highly experienced in drafting and interpreting employee handbooks, workplace policies, separation agreements, employment agreements and restrictive covenant agreements.

Credentials

EDUCATION

- Indiana University Maurer School of Law, 2015, J.D.
 - Quarterfinalist, Sherman Minton Moot Court Competition
 - Brief Writing Honors, Sherman Minton Moot Court Competition
 - Oral Advocacy Honors, Sherman Minton Moot Court Competition
 - Order of the Barristers
 - Participant, ABA National Appellate Advocacy Competition
- University of Michigan, 2009, B.A., English

BAR & COURT ADMISSIONS

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

Memberships

- FDCC Ladder Down, Cleveland Class of 2026
- Cleveland Metropolitan Bar Association