

Erin D. Schilling

SHAREHOLDER

she / her / hers

Kansas City, MO | 816.374.0559

eschilling@polsinelli.com



Erin Schilling provides advice, counsel and peace of mind so that employers can focus on what they do best – operating their businesses. She works with clients as a strategic partner to find practical solutions and mitigate risk on a broad range of employee management topics including:

- Day-to-day human resources counseling on various issues in the workplace including discrimination, harassment and leave;
- Drafting and negotiating employment agreements, restrictive covenant agreements and separation agreements;
- Developing a legally compliant diversity and affirmative action programs;
- Creating and performing pay equity analysis;
- Drafting policies and procedures; and
- Providing training to employees on discrimination, harassment and leave.

Erin also oversees the preparation of affirmative action plans and has successfully defended clients in Department of Labor Office of Federal Contractor Compliance Programs (OFCCP) compliance reviews.

In addition, Erin represents employers before state and federal agencies, defending clients against allegations of sexual harassment and retaliation, as well as discrimination claims including age, race, disability, religion, national origin and sex discrimination.

Education

- University of Kansas School of Law (J.D., 2004)
- University of Kansas (B.A., 2000)

Bar Admissions

- Missouri, 2004
- Kansas, 2005

Memberships

Capabilities

- Employment Advice & Investigations
- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment
- Labor & Employment - Health Care
- Litigation
- OFCCP & Affirmative Action Plans
- Restrictive Covenants & Trade Secrets Litigation

- SHRM of Greater Kansas City
 - President, 2021
 - Executive Committee, 2018-2022
 - Board of Directors, 2016-2022
- American Bar Association
- Kansas Bar Association
 - Labor and Employment Section, 2007-2014
 - President, 2010
- Kansas City Metropolitan Bar Association
- Lawyers Association of Kansas City
 - Young Lawyers Section
 - President, 2009-2010
 - Board of Directors, 2005-2010
- The Missouri Bar
- Missouri Organization of Defense Lawyers

Recognition

- Selected for inclusion in *Best Lawyers in America*® for:
 - Employment Law - Management, 2022-2026
 - Litigation - Labor and Employment, 2022-2026
- SHRM-KC Contributor of the Year, 2017
- Selected for inclusion in *Missouri & Kansas Super Lawyers*, 2013-2015
- "Rising Star" recognition by *Missouri & Kansas Super Lawyers*, 2012
- "Up and Coming Lawyers" recognition by *Missouri Lawyers Weekly*, 2008
- Recipient of Lawyers Association of Kansas City Young Lawyers Public Service Award, 2008

Matters

- Successfully defended clients from various industries including health care, nonprofit and transportation in OFCCP compliance reviews.

Reached a conciliation agreement with the OFCCP after a nonprofit health care client received a notice of non-compliance.

- Prepared hundreds of affirmative action plans for clients across all industries including health care, construction, legal, and financial services.
- Negotiated a desirable settlement for clients in employment disputes to help clients avoid the cost of additional litigation and arbitration.
- Successfully defended a mortgage brokerage company against claims of age discrimination and retaliation, and successfully upheld trial court's ruling before the U.S. Court of Appeals for the 11th Circuit.
- Obtained summary judgment on multiple occasions in a variety of employment discrimination claims resulting in elimination of risks at trial.
- Provided training to employers on harassment, discrimination, OFCCP compliance and leave issues.
- Counseled clients on a wide range of employment issues including disability and leave issues, OFCCP compliance, discrimination, harassment, wage and hour, and non-competition agreements.

