



Julia F. Crowe

317-237-3882
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Senior counsel Julia Crowe concentrates her practice in labor and employment law with a focus on litigation. Her cases have included those brought in federal court under Title VII, the Age Discrimination in Employment Act (ADEA), Employee Retirement Income Security Act (ERISA), and the Americans with Disabilities Act (ADA), as well as cases in state court involving covenants not to compete, wage and retaliation claims. Ms. Crowe also counsels employers on litigation avoidance and represents employers in administrative proceedings before the Equal Employment Opportunity Commission and Indiana Civil Rights Commission.

Client Industries:

Automotive and trucking, bakery, banking, construction, healthcare, insurance, manufacturing, professional services, restaurants, and retail

Representative Cases:

- Counsels employers on litigation avoidance; personnel policies; proper hiring, promotion, evaluation and termination procedures; wage and hour issues and employment agreements
- Represents employers in state and federal court as well as the Equal Employment Opportunity Commission, Indiana Civil Rights Commission, Department of Labor and other administrative agencies
- Negotiates settlements on behalf of clients through court-ordered mediation as well as informal negotiations

Awards & Recognitions:

- Charlotte Danstrom Women of Achievement Award, Women in Business
- Stanley K. Lacy Executive Leadership Series, Class XVII

Publications:

- "Avoiding and Defending Sexual Harassment Claims," *Indiana Chamber of Commerce*, 1992

Assistant:

Dezereah Tracy, 317-237-3897
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Public Speaking:

- "Uniformed Services Employment and Reemployment Rights Act," Indiana Chamber of Commerce, 2007
- "Indiana Employment Law Update 2006," Council on Education in Management, 2006

Education:

- Indiana University, A.B. in Journalism, 1981
- University of Denver, J.D., 1984

Community Involvement:

- Damar Services, Inc.
 - Board of Directors
 - President
- Cathedral High School
 - Board of Directors
 - Marketing and Communications Committee, Chair

Previous Experience:

- McMartin Burke, law clerk and associate attorney

Personal:

Julia enjoys boating, water sports and snow skiing with her husband and three sons.

