



HANNAH M. MAHAFFEY

Attorney At Law

PRACTICE AREAS

- Commercial Litigation
- General Litigation
- Employment Law

BIO

Hannah is a skilled and experienced attorney based in Cleveland, Ohio, known for her strong background in litigation and unwavering commitment to justice. She earned her Juris Doctor from Cleveland State University College of Law in 2023, where she was Vice Chair of the Moot Court Team and graduated Cum Laude. While maintaining a leadership position on the Moot Court Team and participating in various competitions, she also held a position on the Student Bar Association and was an active member of the Women's Law Association.

Her experience includes working on complex commercial litigation and labor and employment cases, managing high-volume caseloads, drafting compelling legal documents and providing strategic counsel in both federal and state courts. Hannah is passionate about delivering legal counsel that aligns with clients' needs and providing thoughtful, strategic advocacy.

CREDENTIALS

EDUCATION

- CLEVELAND STATE UNIVERSITY, COLLEGE OF LAW
- KENT STATE UNIVERSITY, PSYCHOLOGY AND CRIMINAL JUSTICE MAJOR

PROFESSIONAL AFFILIATIONS

- FEDERAL BAR ASSOCIATION NORTHERN DISTRICT OF OHIO
- BOARD MEMBER OF THE FRIENDS ASSOCIATE BOARD
- MEMBER OF THE JUDGE MANOS INN OF THE COURT

REPRESENTATIVE MATTERS

- REPRESENT EMPLOYERS IN DISCRIMINATION, RETALIATION, AND WORKPLACE-RELATED CLAIMS IN BOTH FEDERAL AND STATE COURTS, INCLUDING CLAIMS ARISING UNDER TITLE VII AND ANALOGOUS FEDERAL AND STATE STATUTES
- MANAGE STATE INVESTIGATIONS, INCLUDING THOSE CONDUCTED BY THE EQUAL EMPLOYMENT OPPORTUNITIES COMMISSION AND THE OHIO CIVIL RIGHTS COMMISSION RELATED TO CLAIMS UNDER TITLE VII, THE FAIR LABOR STANDARDS ACT, AND VARIOUS FEDERAL AND STATE STATUTES
- HANDLE ASPECTS OF DEFENDING BUSINESSES WITH DISCRIMINATION AND RETALIATION MATTERS IN FEDERAL AND STATE COURT
- REPRESENT BUSINESSES IN COMPLEX COMMERCIAL LITIGATION MATTERS IN FEDERAL AND STATE COURTS, AS WELL AS ARBITRATION PROCEEDINGS
- HANDLE ASPECTS OF THE DEFENSE AND PROSECUTION OF NON-COMPETE, NON-SOLICITATION, AND RELATED POST-EMPLOYMENT DISPUTES, INCLUDING DRAFTING PLEADINGS AND ADVISING ON ENFORCEMENT STRATEGIES
- DRAFT EMPLOYMENT-RELATED AGREEMENTS AND POLICIES, INCLUDING EMPLOYEE HANDBOOKS, EMPLOYMENT AGREEMENTS, AND WORKPLACE POLICIES ADDRESSING COMPLIANCE AND RISK MITIGATION
- ADVISE BUSINESSES ON EMPLOYMENT PRACTICES AND WORKPLACE POLICIES TO ENSURE COMPLIANCE WITH FEDERAL AND STATE LAW
- HANDLE ASPECTS OF DEFENDING BUSINESS CLIENTS IN MATTERS CONCERNING EMPLOYMENT AND ACCOMMODATIONS UNDER THE AMERICANS WITH DISABILITIES ACT AND RELATED STATE STATUTES

