



Elizabeth L.
Troutman
ASSOCIATE

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Elizabeth Troutman advises public school boards of education, private educational institutions, colleges and universities on a wide range of education issues, and litigates on behalf of educational institutions in state and federal courts. Elizabeth also helps clients in a variety of industries navigate the complexities of human resources and employment law issues, including employment policies and employee separation.

EDUCATION

Elizabeth advises public school boards of education, private educational institutions, and colleges and universities on a wide range of education issues, and advocates for educational institutions in administrative proceedings, state and federal courts, and before local, state, and federal regulatory agencies. Her experience includes developing policies and procedures for schools, handling investigations by the Office of Civil Rights, conducting board of education hearings, managing and advising on student discipline and employment matters, advising on federal and state legislative strategies, addressing a myriad of compliance-related issues, and defending educational institutions in state and federal courts.

With prior experience working with the North Carolina School Boards Association, the U.S. House of Representatives Committee on Education and the Workforce, the Council for Children's Rights in Charlotte, and the Education Innovations Group, as well as conducting extensive research on rural education policy issues, Elizabeth brings a valuable perspective to Brooks Pierce and the Firm's education clients. Elizabeth serves on the Executive Committee of the North Carolina Council of School Attorneys and is a frequent speaker at education law conferences.

LITIGATION

Elizabeth represents private and public institutions in federal and state courts.

"I see litigation as one tool among many to solve problems."

EMPLOYMENT

Elizabeth regularly counsels clients on compliance with state and federal employment laws, employee management concerns, employment discrimination matters, Family and Medical Leave Act issues, and issues related to disability discrimination and accommodation claims. Elizabeth has also defended clients in suits related to employment contracts, the First Amendment, and the Americans with Disabilities Act.

SERVICES

Appellate

Education

Federal Litigation

Labor & Employment

Litigation

CREDENTIALS

Honors & Recognitions

Selected by her peers for inclusion in *Business North Carolina's* "Legal Elite" in the Young Guns category (2021)

Selected by her peers for inclusion in *The Best Lawyers in America*® "Ones to Watch" for Education Law (2021-2022), Commercial Litigation, Labor and Employment Law - Management and Litigation - Labor and Employment (2022)

Recognized as a "2019 Influencer: Law" by *The Business Journals* (2019)

Recognized as a "Rising Star" by *North Carolina Lawyers Weekly* (2019)

Recognized by *North Carolina Super Lawyers* as a "Rising Star" in Schools and Education Law (2019-2021)

Recognized as one of the *Triad Business Journal's* "40 Leaders Under 40" (2019)

Recognized for Outstanding Master's Project, Sanford School of Public Policy, *Duke University* (2014)

Gressman-Pollitt Award for Oral Advocacy (Best Overall, Research/Writing Class) (2012)

Recipient of the Princeton University Class of 1975 Service Award (2004)

Education

University of North Carolina School of Law, J.D., 2014, with highest honors; Order of the Coif; *North Carolina Law Review*

Duke University, M.P.P., 2014 **Princeton University**, B.A., 2006, School of Public and International Affairs, *cum laude*

Admissions

North Carolina

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

Chair, North Carolina Council of School Attorneys (2021-Present)

Member, Board of Directors, Industries of the Blind (January 2019-Present)

Member, Executive Committee, North Carolina Council of School Attorneys

NEWSROOM

News

72 Brooks Pierce Attorneys Recognized in *The Best Lawyers in America*® 2022 Guide
The Best Lawyers in America®, 08.19.2021

Elizabeth Troutman Named Chair of North Carolina Council of School Attorneys
07.27.2021

Thirty Brooks Pierce Attorneys Recognized by 2021 North Carolina Super Lawyers
North Carolina Super Lawyers, 01.14.2021

Twenty-Six Brooks Pierce Attorneys Named to Business North Carolina's 2021 "Legal Elite" and "Hall of Fame"
Business North Carolina Legal Elite, 01.03.2021

73 Brooks Pierce Attorneys Recognized in The Best Lawyers in America® 2021 Guide
The Best Lawyers in America®, 08.20.2020

Speaking Engagements

Brooks Pierce Attorneys Present at North Carolina Council of School Attorneys Conference
07.30.2021

Brooks Pierce Attorneys Present Webinar on Returning Employees to the Workplace
04.29.2021

Brooks Pierce Attorneys Present Webinar on Labor & Employment Law Developments in 2021
02.17.2021

Elizabeth Troutman Presents at North Carolina Association of Independent Schools Conference
01.28.2021

Elizabeth Troutman Presents at North Carolina School Boards Association Fall Law Conference
10.16.2020

Publications

Updated CDC Masking Guidance; North Carolina Employers Strongly Encouraged to Implement COVID-19
Vaccination, Testing, and Mask Policies
COVID-19 Response Resource Center: Timely Counsel for your Business, 07.29.2021

Employers Considering Differential Treatment Based on Vaccination Status
COVID-19 Response Resource Center: Timely Counsel for your Business, 05.14.2021

American Rescue Plan Includes Changes to COVID-Related Employee Leave
COVID-19 Response Resource Center: Timely Counsel for your Business, 03.12.2021

CDC Issues New Guidance for Vaccinated Individuals
COVID-19 Response Resource Center: Timely Counsel for your Business, 03.09.2021

Mandatory COVID Leave Expires, but Tax Credits for Providing COVID Leave are Extended
COVID-19 Response Resource Center: Timely Counsel for your Business, 12.30.2020