

## Joy Ellis

(she/her)

Office Managing Director and Principal

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Joy has 25 years of experience delivering practical employment-related advice, litigating labor and employment disputes, conducting workplace investigations, and advising independent and public schools.

Joy advises and represents employers. Her clients rely on her to provide practical advice and counsel on a broad range of employment law issues. In addition to her advice practice, Joy is a litigator who defends employers. She has successfully handled BOLI and EEOC complaints, and she regularly defends lawsuits in Oregon and Washington's state and federal courts.

Joy also conducts workplace investigations and has a reputation as a fair, prompt and thorough fact finder.

A unique segment of Joy's practice involves advising and representing independent schools in virtually all aspects of their operations, including employment matters, educator misconduct, risk management, student and employee handbooks, student discipline, civil rights, enrollment contract and admission issues, education records, and head of school contracts.

Joy is a frequent speaker on various employment and school law topics. She regularly conducts on-site training on preventing educator misconduct, maintaining a harassment-free workplace, implementing leave laws, complying with wage and hour laws, and effective hiring and firing practices.

### Services

Labor, Employment & Immigration

Alternative Dispute Resolution

Food & Beverage

Labor & Employment Litigation

Litigation

Education Law

Luxury Law

### Admissions

Oregon, 1995

Washington, 1996

U.S. District Court, District of Oregon, 1997

U.S. District Court, Western District of Washington, 1996

U.S. Court of Appeals for the 9th Circuit, 1998

## Education

J.D., Lewis & Clark Law School (*magna cum laude*), 1995

B.A., Yale University (*magna cum laude*), American Studies and Environmental Studies, 1991

## Honors & Recognition

*Chambers USA* (Oregon), Leading Individual, Labor & Employment, 2022-present

*The Best Lawyers in America*®

- Labor & Employment Litigation, Employment Law - Management and Labor Law - Management, 2013-present

Martindale-Hubbell AV Preeminent rating

- Bar Register of Preeminent Women Lawyers

## Professional Activities

Foster Garvey, Managing Director of Portland Office, 2023-present

Multnomah Bar Association, Member, 1995-present

- Labor and Employment Law Section, Member, 1995-present
- Litigation Section, Member, 1995-present

Oregon State Bar, Member, 1995-present

Washington State Bar, Member 1996-present

## News

65 Foster Garvey Attorneys Selected to The Best Lawyers in America® 2025, Three Named 'Lawyer of the Year'

*Foster Garvey Newsroom*, 8.15.24

Foster Garvey Recognized Among Nation's Top Firms in 2024 Chambers USA Guide; 20 Attorneys and 10 Practices Ranked

*Foster Garvey Newsroom*, 6.6.24

57 Foster Garvey Attorneys Recognized Among the 2024 Best Lawyers in America; Two Portland Attorneys Named 'Lawyer of the Year'

*Foster Garvey Newsroom*, 8.17.23

Foster Garvey Receives Honors in 2023 *Chambers USA* Guide; 21 Attorneys and 10 Practices Featured

*Foster Garvey Newsroom*, 6.1.23

45 Foster Garvey Attorneys Recognized Among *The Best Lawyers In America*®  
*Foster Garvey Newsroom*, 8.18.22

Foster Garvey Recognized Among Nation's Leading Law Firms in 2022 *Chambers USA* Guide;  
21 Attorneys and 10 Practices Featured  
*Foster Garvey Newsroom*, 6.1.22

38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch  
*Foster Garvey Newsroom*, 8.19.21

43 Attorneys Named 2021 *Best Lawyers in America*; 10 Named Best Lawyers: Ones to Watch  
*Foster Garvey Newsroom*, 8.20.20

50 Foster Garvey Attorneys Named 2020 *Best Lawyers in America*  
*Foster Garvey Newsroom*, 8.15.19

Joy Ellis and Bob Weaver's Investigation Into Portland Public Schools' Mishandling of Educator  
Misconduct Cited in *U.S. News & World Report*  
*U.S. News & World Report*, 5.11.18

## Speaking Engagements

Foster Garvey Hosts Session 2 of Policy to Practice Educational Series  
Event  
10.16.24

WASBO 2024 Annual Conference  
Event  
Tacoma, WA, May 8 - 10, 2024

Multiple Attorneys Present Sessions at the 2023 WASBO Conference  
Event  
Spokane, WA, 5.3.23 - 5.5.23

"Best Practices for Conducting an Investigation," BOLI 38th Annual Employment Law  
Conference  
Speaking Engagement  
Virtual Event, 11.10.22

"Defensible Discipline, Discharge and Documentation," BOLI 37th Annual Employment Law  
Conference  
Speaking Engagement  
Virtual Event, 11.5.21

"Legal Panel: Flattening the Contract Learning Curve," NWAIS Business Officers Conference  
Speaking Engagement  
Virtual Event, 4.26.21

"Managing Employees Who Work From Home," 23rd Annual Labor & Employment Law  
Conference, The Seminar Group  
Speaking Engagement  
Virtual Event, 8.28.20

Oregon Employers' Forum: New Workplace Laws & Regulations in 2020  
Speaking Engagement  
Portland, OR, 11.13.19

"Conducting the Hiring Process While Avoiding Legal Landmines," Bureau of Labor & Industries  
(BOLI) 35th Annual Employment Law Conference  
Speaking Engagement  
Portland, OR, 11.4.19

"FMLA, OFLA, ADA, ADA, OMG: The Dos, Don'ts, Hows and Whys of Protected Leave Laws,"  
BOLI's 34th Annual Employment Law Conference  
Presentation  
Portland, OR, 11.2.18

"Managing the Risks of a Growing Workforce," Advanced Small Business Management Program  
(Portland Community College)  
Presentation  
Portland, OR, 8.1.18

"Managing the Risks of a Growing Workforce," Advanced Small Business Management Program  
(Portland Community College)  
Presentation  
Portland, OR, 8.2.17

"Micro-Aggressions and Implicit Bias: Navigating the Fine Lines," NWEEO/Affirmative Action  
Association Panel Discussion  
Speaking Engagement  
Portland, OR, 6.6.17

"Minimizing the Risk of Educator Sexual Misconduct: What should schools be doing *right now*?"  
Northwest Association of Independent Schools (NWAIS) – 2016 Institutional Leadership  
Conference  
Event  
Tacoma, WA, 11.7.16

"OFLA, FMLA, ADA, OPSS, DVSAS – Preventing the Alphabet Soup of Protected Work Absences from Boiling Over," Garvey Schubert Barer  
Seminar  
Portland, OR, 6.29.16

"2015 Employment Law Updates," Garvey Schubert Barer  
Seminar  
Garvey Schubert Barer, Portland Office, November 10, 2015

"Corrective Counseling, Discipline and Termination," Garvey Schubert Barer  
Seminar  
Portland, OR, 6.2.15

"Social Media and the Internet: Tool or Traps to Screen Job Applicants," Oregon State Bar CLE  
Speaking Engagement  
Portland, OR, 4.2.15

"The Top Ten Mistakes Employers Make When Managing Leave Issues," Garvey Schubert Barer  
Seminar  
Portland, OR, 11.19.14

"Termination Best Practices," Employment Law Beyond the Basics, Sterling Education Services, Inc.  
Speaking Engagement  
Portland, OR, 3.6.14

"Managing Volunteers and the Associated Risks," Oregon State Bar CLE Seminar, Cosponsored by the Nonprofit Organizations Law Section  
Speaking Engagement  
Portland, OR, 9.28.12

"Hiring, Firing and Employment Law," 2012 Oregon Restaurant & Lodging Association  
Convention  
Speaking Engagement  
Eugene, OR, 9.23.12

"OFLA and FMLA Compliance: Getting the Family Medical Leave Laws Right," Garvey Schubert Barer  
Seminar  
Portland, OR, 3.13.12

"What the New ADA Rules Mean for Employers," Garvey Schubert Barer  
Seminar  
Portland, OR, 6.22.11

"Legal Landmines: Social Media at the Workplace," Oregon RIMS (Risk Management Society)  
Education Day  
Speaking Engagement  
Wilsonville, OR, 6.1.11

"How to Manage the Minefield of Wage and Hour Regulations as a Healthcare Employer,"  
Garvey Schubert Barer  
Seminar  
Portland, OR, 5.25.11

"Emerging IT Trends in Healthcare," Oregon Association of Hospitals and Health Systems Rural  
Hospital Summit  
Speaking Engagement  
Salem, OR, 5.19.11

"Legal Landmines: Social Media and Social Networking in the Workplace," Oregon Society for  
Healthcare Risk Management Conference  
Speaking Engagement  
Tigard, OR, 5.13.11

"Wage and Hour Laws: Hot Issues and How to Avoid Mistakes That Could Lead to a Lawsuit,"  
Garvey Schubert Barer  
Seminar  
Portland, OR, 3.29.11

"Social Media & Social Networking in the Workplace: Managing the Risks," Oregon Association  
of Hospitals and Health Systems  
Speaking Engagement  
Lake Oswego, OR , 10.28.10

"Misclassifying Employees as Independent Contractors: Is Your Company at Risk," Garvey  
Schubert Barer  
Seminar  
Portland, OR, 10.26.10

"Social Media and Social Networking in the Workplace: Managing the Risks," Garvey Schubert  
Barer  
Seminar  
Portland, OR, July 20 and 28, 2010

"2010 Employment Law Update," Garvey Schubert Barer  
Seminar  
Portland, OR, 1.20.10

"Preparing for Change: Impacts of New and Pending Legislation on Employers in 2009,"  
Garvey Schubert Barer  
Seminar  
Portland, OR, 1.13.09

"Effective Hiring and Firing Practices in the Oregon Workplace," Garvey Schubert Barer  
Seminar  
Portland, OR, 9.16.08

"Understanding Employer Requirements for Medical and Disability Leave Laws," Garvey  
Schubert Barer  
Seminar  
Portland, OR, 6.25.08

"Documenting Dos and Don'ts: Maintaining Employee Files While Minimizing Liability," Garvey  
Schubert Barer  
Seminar  
Portland, OR, 3.4.08

"2007 Oregon Employment Law Legislative Update," Garvey Schubert Barer  
Seminar  
Portland, OR, 9.18.07

### **Legal Alerts**

FFCRA Update: Recent Court Decision Striking Key Portions of the DOL's Final Rule May Impact  
Employers  
8.12.20

Oregon's Minimum Wage – What Now?  
3.3.16

Nothing to Sneeze About: Oregon State-Wide Paid Sick Leave Bill is Now Law  
6.24.15

2013 January Labor and Employment Alert  
2.1.13

### **Publications**

Terms of Employment: Oregon  
*Employment Law Manual*, 9.10.12

Interviewing and Selecting Job Candidates: Oregon  
*Employment Law Manual*, 9.10.12

Negligent Hiring: Oregon  
*Employment Law Manual*, 9.10.12

Recruiting: Oregon  
*Employment Law Manual*, 9.10.12

Employment Offer: Oregon  
*Employment Law Manual*, 9.10.12

Employee or Contractor? Congress Wants You to Get it Right  
*Portland Business Journal*, 11.12.10