



## Lauren B. Harris

Counsel | Director of Professional Development

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St. Louis - 314.335.6839

Lauren Harris brings a strong background in litigation to her employment law practice. She has represented clients in a variety of industries, ranging from health care to non-profit organizations, in state and federal employment discrimination charges and lawsuits, professional malpractice actions and business contract disputes. Lauren has litigated and managed multifaceted cases with complex discovery issues and has extensive hearing experience. Among her successes is the defense of a health care employer in a Title VII gender discrimination action filed by the Equal Employment Opportunity Commission. The U.S. District Court for the Eastern District of Missouri granted summary judgment in favor of the employer, and the U.S. Court of Appeals, Eighth Circuit, upheld that decision.

In addition to her litigation practice, Lauren guides her clients through the legal issues involved in employee recruiting, hiring, job classifications, promotions, transfers, demotions, discipline, and terminations. She conducts internal investigations for businesses when there are allegations of violations of the law, codes of conduct, or other policies that rise to the level of having an outside employment lawyer serve as the investigator.

Lauren writes and revises employee handbooks, restrictive covenants, separation agreements and other documents to ensure that her clients are fully protected under the law. She also assists employers with human resources and management training and day-to-day advice on a variety of employment issues. Lauren has helped several employers perform intensive human resources process and compliance audits and helped craft workable solutions that are compliant with the law and easy to navigate for employers.

Lauren has extensive experience working with public and private educational institutions and appreciates the nuances that come with the academic setting. Lauren assists with internal investigations involving potential violations of Title IX, Title VII, ADA 504, ethical and equal employment opportunity concerns. She also assists educational institutions with the day-to-day issues that arise when working with unionized workforces and defends her clients in disciplinary and termination grievance hearings.

Lauren serves on the firm's Cortex Team, which supports entrepreneurs and the wider innovation community. She is passionate about helping small start-up businesses strategically grow and works closely with clients to anticipate and address the legal issues that come with that growth.

### Practices & Industries

- Electronic Information Management
- Employee Benefits & ERISA Litigation
- Manufacturing
- Employment & Labor
- Compliance Counseling
- Employee Policies & Training
- Employment Contracts & Agreements
- Investigations – Internal & Governmental
- Leave Management
- Restrictive Covenants

## Education

- Saint Louis University School of Law (J.D., 2009)
- University of Alabama (B.A., 2003)

## Bar Admissions

- Missouri
- Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. District Court, Southern District of Illinois

## Professional Affiliations

- The Society for Human Resources of Greater St. Louis
- Arch Grants (*Annual Competition Judge; UB Greensfelder Liaison*)

## Community Involvement

- Webster Hills United Methodist Church (*Member of the Leadership Board, Staff Parish Liaison, and Annual Pumpkin Patch Coordinator*)
- Mason Ridge Elementary School Parent Teacher Organization (*Valentine's Day Service Project Coordinator*)
- Cancer Support Community of Greater Saint Louis (*Past Young Advocates Group Annual Trivia Night Co-Chair*)
- The Lawyers Association of St. Louis, Missouri (*Gridiron Show, 2013*)

## Firm Involvement

- Director of Professional Development

## Awards & Honors

- Named to *The Best Lawyers in America*®, Litigation - Labor and Employment (2025; 2026)
- Named to the Missouri & Kansas Super Lawyers, Rising Stars list, Employment Litigation (2014-2019)

# News & Media

August 21, 2025

**UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2026 List**

August 15, 2024

**UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2025 List**

August 8, 2022

**Lauren Harris Honored With Missouri Lawyers Media 2022 Up & Coming Mentor**

## **Award**

June 7, 2022

**Lauren Harris Joins Focus St. Louis Leadership Program**