Caitlin R. Gehlen

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MINNEAPOLIS
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PRACTICE AREAS

Traditional Labor

trainED

Employment & Labor

Higher Education

INDUSTRIES

trainED

Education

COURT MEMBERSHIPS

- Minnesota

EDUCATION

William Mitchell College of Law, J.D., *summa cum laude*, 2016, *William Mitchell Law Review*

Michigan State University, B.A., 2009

Caitlin Gehlen focuses her practice on higher education and employment law. Caitlin advises and trains colleges and universities on a variety of legal issues including Title IX, the Violence Against Women Reauthorization Act, Clery, FERPA, the Fair Housing Act, and the ADA. Caitlin also regularly conducts higher education investigations on behalf of institutions, including sexual misconduct investigations. Caitlin has experience advising faith-based higher education institutions on issues that are unique to them. In addition, Caitlin advises employers on a wide range of labor and employment matters, including unfair labor practice proceedings, union representation challenges, grievance arbitrations, collective bargaining, discrimination charges and litigation, non-compete issues, whistleblower and retaliation lawsuits, leave and disability issues, and employee handbooks and policies.

Caitlin is an alumna of the firm's summer associates program. While she was in law school, Caitlin worked as a volunteer student law clerk with the ACLU-MN, Call for Justice, a local nonprofit that provides legal referrals for low-income individuals and families, and as a pro bono law clerk at a major Minneapolis law firm.

Events

- Health Law Seminar
  September 13, 2023
- State of Litigation: Football Draft Edition
  April 12, 2023
- Employment & Labor Law Seminar - Minneapolis Area
  May 4, 2022
- “Title IX/VAWA Investigator and Adjudicator Training,” Johns Hopkins University

September 11, 2019

- “Emerging Workplace Issues — The Peculiar and Ultra-Unique,” co-presenter, Gray Plant Mooty 2019 Employment and Labor Law Seminar
  April 9, 2019
- “Protecting a Company’s Most Valuable Assets: Effective Use of Non-Competes and Confidentiality Agreements and Beyond,” co-presenter, Gray Plant Mooty 2019 Employment and Labor Law Seminar
  April 9, 2019
- “Conducting Effective Sexual Harassment Investigations,” co-presenter, Gray Plant Mooty 2018 Employment and Labor Law Seminar
  May 1, 2018
- "Annual Trauma Informed Training for Investigators and Adjudicators," co-presenter, trainED
  August 9, 2017
- “Title IX/VAWA Investigator and Adjudicator Training,” co-presenter, trainED
  August 9, 2017
- "Annual Trauma Informed Training for Investigators and Adjudicators," co-presenter, trainED
  July 25, 2017
- trainED - Annual Trauma-Informed Training for Investigators and Adjudicators
  July 25, 2017
- “Title IX and Study Abroad Programs,” co-presenter, trainED
  June 22, 2017
- “LGBTQ Workplace Rights: An Evolving Civil Rights Frontier,” co-presenter, Gray Plant Mooty 2017 Employment and Labor Law Seminar
  May 1, 2017
- "Title IX/VAWA Investigator Training," co-presenter, trainED
  February 23, 2017
- trainED - Title IX/VAWA Investigator Training
  February 23, 2017

Presentations

- Co-presenter, "Recruiting and Hiring Trends," and "Leave & Accommodations - Deep Dive Into Employers' Rights and

Responsibilities under FMLA, ADA, PWFA and PUMP Act," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City); October 24, 2023 (Minneapolis)

- Presenter, "Recent Changes in Employment Law for Health Care Providers," Lathrop GPM Health Law Seminar, September 13, 2023
- Co-presenter, "Mission Critical - Updates on Trade Secret Litigation and Non-Compete Agreements," Lathrop GPM 2023 State of Litigation: Draft Edition, April 12, 2023
- Presenter, "Navigating Misclassification Pitfalls: Are Your Nonprofit Workers Employees, Volunteers or Contractors?" Minnesota Association of Cemeteries, September 23, 2022
- Presenter, "Intro to Corporate Structure," Duality Cohort 2, September 23, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 3, 2022
- Co-presenter, "Leave Lessons: Common Misconceptions About the ADA and FMLA," Lathrop GPM 2022 Employment & Labor Law Seminar, May 4, 2022 (Minneapolis)
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 4, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 21, 2021
- Co-presenter, "Today's Unemployment Claims: An Employer's Guide," LeadingAge Minnesota, November 11, 2020

Client Alerts And Blog Posts

- New Federal Protections for Pregnant and Nursing Employees in 2023: What Employers Need to Know
  July 6, 2023
- Minnesota Non-compete Ban Signed into Law
  June 6, 2023
- A Tidal Wave of Employment-Related Activity in the Minnesota Legislature
  May 8, 2023
- Another Round of EEOC Guidance on Religious Accommodations for COVID-19 Vaccines
  March 24, 2022
- Are You Ready? OSHA’s Emergency Temporary Standard for the Healthcare Industry is Effective July 6, 2021

July 6, 2021

- Biden Administration Halts Trump-Era Independent Contractor Rule
  February 19, 2021
- Higher Ed Alert: OCR Investigates Sex Discrimination Against Males At Dozens of Colleges and Universities
  June 19, 2020
- A Small Break for Employers EEO-1 Data Collection Suspended to 2021
  May 11, 2020
- Lions and Tigers and Bears In the Workplace??
  February 12, 2020
- “Overtime on Split-Day Pay — Employer Beware,” The Modern Workplace
  September 20, 2019
- Overtime on Split-Day Pay Employer Beware
  September 20, 2019
- "Minneapolis Wants a Piece of the Wage Theft Pie," The Modern Workplace
  July 22, 2019
- Minneapolis Wants a Piece of the Wage Theft Pie
  July 22, 2019
- The Interaction of Unauthorized Absences Under an Attendance Policy and a Reasonable Accommodation Under the ADA
  January 28, 2019
- "The Interaction of Unauthorized Absences Under an Attendance Policy and a Reasonable Accommodation Under the ADA," The Modern Workplace
  January 28, 2019
- U.S. DOL Issues Six New Opinion Letters
  September 17, 2018
- "U.S. DOL Issues Six New Opinion Letters," The Modern Workplace
  September 17, 2018
- Sixth Circuit Court of Appeals Holds That Transgender Discrimination Is Unlawful Under Title VII
  March 26, 2018
- "Sixth Circuit Court of Appeals Holds That Transgender Discrimination Is Unlawful Under Title VII," The Modern Workplace
  March 26, 2018

- "Employer Beware: Your Current Bonus Program May Be Irrevocable," The Modern Workplace
  January 18, 2018
- Employer Beware: Your Current Bonus Program May Be Irrevocable
  January 18, 2018
- Employees Found to Have a Private Right of Action under Minnesota Tip Pooling Law
  October 12, 2017
- Employment Law Alert: DOL Files Brief in Overtime Rule Appeal, Seeking to Reaffirm Its Authority to Establish an Exempt Salary Level Test
  July 18, 2017
- Minnesota Federal Court Declines to Dismiss State Law Transgender Discrimination Claim
  December 17, 2015
- Three Former UMD Coaches Sue University Alleging Gender and Sexual Orientation Discrimination
  October 1, 2015

News Releases

- Lathrop GPM Attorneys in Minnesota Recognized for Pro Bono Service
  June 30, 2020
- Attorneys Recognized for Pro Bono Service
  June 14, 2019
- Gray Plant Mooty Hires 4 New Associates in September
  September 12, 2016

Professional Affiliations

- Minnesota Bar Association
- Minnesota Women Lawyers, member

Community Involvement

- United Way Campaign, volunteer

Honors

- "North Star Lawyers," Minnesota State Bar Association, 2018, 2019