

# Elisabeth Koloup Hall

Principal

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## Education

University of Baltimore School of  
Law (J.D., *cum laude*, 2012)

University of Notre Dame  
(B.A., 2009)

## Bar Admissions

District of Columbia, 2014

Maryland, 2012

## Court Admissions

Supreme Court of the United States

United States Court of Appeals for  
the Fourth Circuit

United States District Court for  
the District of Columbia

United States District Court for  
the District of Maryland

Elisabeth (Beth) Hall advises and represents businesses in all aspects of labor, employment and fair housing law. Beth's litigation experience includes defending employers and businesses in matters including wage and hour issues, discrimination and harassment, family medical leave, fair housing violations, and reasonable accommodation claims. She has represented clients in both Federal and State courts and in front of numerous government agencies, including the DOL, EEOC, NLRB and various state and local agencies. She also has substantive experience representing employers in arbitrations.

In addition to litigation, Beth advises employers, both locally and nationally, on a variety of employment law matters, including avoidance and investigation of claims of harassment, discrimination and retaliation, Family Medical Leave and Americans with Disabilities Act issues, Fair Labor Standards Act and other wage payment claims, non-competition and severance agreements, and issues related to the hiring and firing of employees. Beth regularly counsels clients on how best to comply with employment laws relating to personnel practices and policies, wage and hour issues, employee handbooks, leave administration and implementation of leave policies. Her assistance to clients also includes drafting policies and employment agreements, performing training, conducting internal investigations, auditing her clients' compliance with the Fair Labor Standards Act and advising clients about the classification of employees as exempt or non-exempt.

Beth also advises and defends clients with respect to the Fair Housing Act, Title III of the Americans with Disabilities Act and various state and local public accommodation requirements. Beth has successfully defended owners and operators of public accommodations in lawsuits and government investigations involving fair housing violations and disability discrimination claims, including defending a large multi-family housing provider against claims, alleging lack of wheelchair accessibility and failure to provide reasonable accommodation. She has handled numerous complaints alleging a failure to accommodate emotional support animals.

Beth was a Division I two sport Scholar Athlete at the University of Notre Dame, where she played on the Women's Varsity Lacrosse and Soccer Teams and was awarded the Knute Rockne Scholar-Athlete Award for exceptional academic performance in 2009. She earned her *Juris Doctorate* with honors from the University of Baltimore School of Law where she served as Managing Editor of the University of Baltimore Law Forum.