



Christina L. Corl

PARTNER

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Practice Areas

Commercial Litigation
Crisis Response Team
Employment Litigation
Governmental Law
Human Resources Services
Labor & Employment Law
Labor Law
Product Liability
Professional Liability
Title IX Law
Trucking Liability

Education

- Western Michigan University Cooley Law School, summa cum laude, J.D., 1994 (Class Valedictorian)
- Western Michigan University, magna cum laude, B.S., 1991

Admissions

U.S. Supreme Court
U.S. Court of Appeals 1st, 3rd, 4th, 6th, 7th, 9th Circuits
U.S. District Court for the

A Co-leader of Plunkett Cooney's Labor & Employment Law Practice Group, Christina L. Corl has extensive litigation and trial experience defending clients in state and federal court disputes involving employment issues, commercial law, education law and claims involving product, premises, professional, trucking and municipal liability.

Ms. Corl represents national retail and commercial companies, governmental entities, nonprofit organizations and law enforcement. She serves as Special Counsel to the Ohio Attorney General's Office, handling employment matters for The Ohio State University, Miami University, Ohio University and the University of Cincinnati, as well as administrative complaints with the Ohio Civil Rights Commission and Equal Employment Opportunity Commission.

Ms. Corl represented numerous athletes at The Ohio State University in a 2011 investigation by the NCAA. She advises colleges and universities with respect to Title IX issues, and she has represented The Ohio State University in Title IX litigation in federal court. A significant portion of Ms. Corl's practice involves investigative work on behalf of academic institutions and private employers. She has conducted in excess of 150 internal investigations alleging Title IX violations, college hazing, sexual harassment, retaliation, race and age discrimination, violation of workplace social media policies and workplace violence.

In addition, Ms. Corl has the distinction of having previously served as Associate General Counsel to the National Fraternal Order of Police and the USA Track & Field Association. She has also served as Special Counsel to the Ohio Department of Insurance, the Department

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Northern District of Ohio

U.S. District Court for the
Southern District of Ohio

U.S. District Court for the
Eastern & Western Districts
of Michigan, 1995

Michigan, 1995

Georgia, 1999

Ohio, 1997

of Corrections and Secretary of State on elections and civil rights matters.

Representative Client Work

- Successfully negotiated settlements with the Ohio Department of Commerce and the U.S. Department of Labor on wage and hour and OSHA claims
- Routinely advises clients on employment matters, drafts employee practice and procedure manuals and policies and provides legal guidance regarding background checks, drug testing, social media and workplace privacy issues
- Advises clients on non-competition agreements, hiring and termination of high level executives and severance packages

Supreme Court Cases

- *Friedrichs v California Teachers Association*, (2015) Case no. 14-915
- *Fisher v University of Texas*, (2015) Case no. 14-981
- *Borough of Duryea, Pennsylvania v Guarnieri*, (2009) Case no. 09-1476
- *Engquist v Oregon Department of Agriculture*, (2007) Case no. 07-474
- *U.S. Department of Treasury, Bureau of Alcohol, Tobacco and Firearms v City of Chicago*, (2002) Case no. 02-322

Other Noteworthy Cases

- *EEOC v The Ohio State University*, (2023) Case no. 2:20-cv-04624

Professional Appointments

- National Fraternal Order of Police (Associate General Counsel, 2001 - 2017)
- USA Track and Field Association (Associate General Counsel to Board of Directors, 2010 - Present)

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- Columbus Urban League (Counsel, 2010 - Present)
- Special Counsel to Ohio Attorney General's Office for Ohio Department of Insurance, Department of Corrections, Secretary of State of Ohio, The Ohio State University, University of Cincinnati, Ohio University, Youngstown State University and Miami University (2008 - Present)
- Commission on the Rules of Superintendence for Ohio Courts (Appointed by Ohio Supreme Court, 2011 - 2018)
- Western Michigan University Cooley Law School, Board of Directors (2019 - Present)
- Western Michigan University Cooley Law School's DEI Champions (Diversity, Equity and Inclusion), Co-chair, 2021

Professional Affiliations

- Columbus Bar Association (Member, 2010 - Present; Judicial Screening Committee, Chair, 2020 - 2021; Nominations Committee, Member, 2021)
- Ohio Supreme Court Commission On Rules Of Superintendence For Ohio Courts (2011 - Present)

Community Involvement

- The Harmony Project (President, Board of Directors, 2009 - Present; General Counsel, Board of Directors, 2014 - 2019)
- Columbus Jazz Orchestra (Board of Directors, 2005 - 2009)
- Matriots PAC, Columbus (Finance Committee)

Articles and Lectures

- "The Employment Law Lab - Analyzing Employee Leaves and Accommodations," Plunkett Cooney's Labor & Employment Law Practice Group Seminar, MSU Management Education Center, June 14, 2023
- "SCARE-tober: Urban Legends or Realities of the Workplace?," Plunkett Cooney's Labor & Employment Law Practice Group Seminar, Detroit Marriott Troy, Oct. 27, 2022
- "The New Age of 'Reasonable' - Accommodating Traditional & Pandemic-related FMLA & ADA Requests" webinar, Plunkett Cooney's Labor & Employment Law Practice Group, May 18, 2022
- "New Challenges in the New Year - A Virtual Seminar for Employers & HR Professionals," Plunkett Cooney's Labor & Employment Law Practice Group Webinar, Feb. 25, 2021
- "Is This the New Normal? A Virtual Town Hall for Employers," Presenter, Plunkett Cooney's Labor & Employment Law Practice Group Webinar, Aug. 28, 2020

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- "Don't Take the #Clickbait - Effective Social Media use for Employers," Presenter, Plunkett Cooney's Labor & Employment Law Practice Group Webinar, Jun. 11, 2020
- "Back to Work - Best Practices for Resuming Operations Under Michigan and Federal Law," Plunkett Cooney's Labor & Employment Law Practice Group Webinar, May 12, 2020
- "Coronavirus Response Q&A - Employment Law Panel Discussion," Plunkett Cooney's Labor & Employment Law Practice Group Webinar, March 17, 2020
- "Be my Valentine (or Else!) - Dealing with Dark Tales from the Workplace," Plunkett Cooney's Labor & Employment Law Practice Group Seminar, Troy Marriott Hotel, Feb. 7, 2020
- "Mitigating Mistakes - Repairing and Recovering From Common HR Miscues," Plunkett Cooney's Labor & Employment Law Practice Group Webinar, May 9, 2019
- "Public Policy Wrongful Discharge Claims in Ohio," Ohio State Bar Association, Advanced Employment Law Series, 2019
- "The Sex Talk: The conversation that is not happening about campus sexual assault," Cincinnati.com, August 2018
- "Provocative Social Issues: Gender Identity, Activism and Hate Speech," Presenter, Michigan Independent Colleges & Universities Workshop, U Club, Lansing, MI, May 1, 2018
- "Flashpoint - Frank Talk About the Legal Issues Surrounding Workplace Violence," Presenter, Plunkett Cooney's Labor & Employment Law Practice Group Webinar, Apr. 12, 2020
- "Litigation from the Institutional Perspective," Presenter, Fourth Annual Representing Students Accused of Sexual Assault Symposium, Washington, D.C., March 23, 2018
- "FMLA/Pregnancy Discrimination Issues," Ohio Women in Law Enforcement Leadership Conference, Presenter, State of Ohio Fraternal Order of Police, Nov. 2, 2017
- "Things That go Bump in the Workplace," Presenter, Plunkett Cooney's Labor & Employment Law Practice Group Seminar, Detroit Athletic Club, Oct. 27, 2017
- "Facts in Evidence - Tackling Tough HR Investigations," Presenter, Plunkett Cooney's Labor & Employment Law Practice Group Webinar, Sept. 21, 2017
- "Turning Stones ... Solidifying Your Workplace Investigations," Plunkett Cooney Labor & Employment Law Webinar, Presenter, June 1, 2016
- Trial Skills Institute: Opening Statement Presenter, Columbus Bar Association, November 2015
- Drug Testing in the Workplace, Ohio State Bar Association Midwest Labor and Employment Seminar, Presenter, October 2015
- What the General Practitioner Should Know About Employment Law, Ohio State Bar Association Annual Conference, Presenter, May 2014
- "Let's Put the Counselor Back in "Attorney and Counselor at Law,"" Columbus Bar Association Lawyers Quarterly, Fall 2013

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- Public Records and the Right to Privacy, FOP Legal Counselors Seminar, February 2013
- "The Pitfalls of Social Media," FOP Journal, January 2013
- "The Demise of Civility?," Columbus Lawyers Quarterly, Summer 2012
- "GINA: The Genetic Information Nondiscrimination Act," FOP Journal, April 2012
- The Pitfalls of Social Media, FOP New Jersey State Conference, Presenter, May 2012
- Recent Developments in the U.S. Supreme Court, FOP Legal Counselors Seminar, Presenter, February 2012
- Genetic Information Nondiscrimination Act, FOP Labor Forum, Presenter, February 2012
- "U.S. Supreme Court Issues Decision in Guarneri Case," FOP Journal, October 2011
- Employment Law Including Hostile Work Environment, Employment Discrimination, Exhausting Administrative Remedies and Permitted Practices, FOP Legal Counselors Seminar, Presenter, February 2011
- Off Duty Contact/Facebook/Social Networking Issues, FOP Labor Council Forum, Presenter, February 2011
- Legal Updates, FOP Legal Counselors Seminary, Presenter, February 2009
- What You Need to Know About the Hatch Act, FOP Legal Counselors Seminar, Presenter, February 2008
- "Pearson v. Callahan: Favorable Decision for Law Enforcement," FOP Journal, April 2009
- "Things to Know About Ohio's "Little" Hatch Act," Columbus Lawyers Quarterly, Summer 2008
- Covenants Not to Compete, Lorman Education Services, Presenter, July 2007
- Legal Issues and Health, Celebrate Women 2007, Ohio University, Presenter, March 2007
- Employment Recordkeeping Requirements and Effective Documentation in Ohio, Lorman Education Services, Presenter, August 2006
- "Premises Liability," Columbus Bar Briefs, Spring 2005
- Ohio Tort Reform, The Columbus Bar Association, Presenter, January 2005
- Premises Liability in Ohio, Lorman Education Services, Presenter, November 2003

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Speaking Engagements

- Western Michigan University Cooley Law School David Davis Class, Commencement Speaker, Wharton Center, January 26, 2020

Honors & Recognitions

- Best Lawyers in America® for Employment Law – Management / Labor and Employment Litigation, 2023 - 2024
- Ambassador for Diversity and Inclusion, Greater Columbus Community Helping Hands, 2019
- Most Powerful and Influential Woman Award, Ohio Diversity Council, 2017
- Martindale-Hubbell's highest rating-AV Preeminent™ Peer Review Rated
- Ohio Super Lawyer in Civil Litigation: Defense, Ohio Super Lawyers, 2015 - 2020
- Ohio Super Lawyer Rising Star in Civil Litigation: Defense; Ohio Super Lawyers, 2005 - 2007
- King Arts Complex Dream Award, 2011
- Distinguished Student Award, Western Michigan University Cooley Law School, 1994
- Michael D. O'Hara Memorial Award, Western Michigan University Cooley Law School, 1994
- John D. Voelker Award, Western Michigan University Cooley Law School, 1993
- Best Brief Award Intra-School Moot Court Competition, 1993
- Harry E. Gair Memorial Scholarship, 1993