



Hannah Oates

Associate

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Hannah Oates is an associate in Ice Miller's Workplace Solutions Group. Hannah represents employers on various labor and employment law matters, including representing employers in state and federal courts and before state and federal agencies such as the Equal Employment Opportunity Commission and National Labor Relations Board.

Originally, from Louisville, Kentucky, Hannah received her juris doctor, *summa cum laude*, from the University of Kentucky College of Law. While in law school, Hannah was named to the Order of the Coif, served as a Senior Staff Editor for the *Kentucky Law Journal*, and worked in various legal positions in Lexington and Louisville, Kentucky. After graduation, she clerked for the Honorable Judge Hood, United States District Court for the Eastern District of Kentucky.

Education

- University of Kentucky (B.A., 2018)
- University of Kentucky College of Law (J.D., *summa cum laude*, 2021)

Admissions

- Indiana
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana
- Kentucky
- United States District Court – Eastern District of Kentucky
- United States District Court – Western District of Kentucky
- United States District Court - Nebraska

Awards & Honors

- *The Best Lawyers in America*®: *Ones to Watch*, Labor and Employment Law – Management, 2027

Services & Industries

- Employment Litigation & Disputes
- Labor & Employment
- Labor Relations & Collective Bargaining
- Litigation

Thought Leadership

June 6, 2025

Quade | Don't Forget About Biometric Information Privacy Laws When Implementing AI in the Workplace

Quade Blog

April 30, 2025

Don't Forget About Biometric Information Privacy Laws When Implementing AI in the Workplace

August 6, 2024

Clearing Legal Hurdles to Pay Transparency Laws

March 18, 2024

And the Award for "Employee of the Month" Goes to . . . A Lawsuit?

February 20, 2023

How Employers Can Avoid Discrimination Lawsuits When Offering Parental Leave

October 5, 2022

California At It Again: New Employer Obligations Take Effect January 1, 2023