



William J. Barath

Senior Counsel

william.barath@icemiller.com

614 462 2311

Bill's practice is concentrated in helping businesses deal with employees and employee-related issues. This includes both day-to-day human resource guidance, as well as defending employers against lawsuits asserting discrimination or other wrongful activity.

Bill has had first chair responsibility in numerous jury trials and other proceedings before state and federal courts in Ohio, Indiana, Illinois, and Iowa, as well as the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, National Labor Relations Board, and the Ohio Civil Rights Commission.

Education

- Indiana University (B.A., 1983)
- Valparaiso University (J.D., 1987)

Admissions

- Ohio
- United States District Court - Northern District of Ohio
- United States District Court - Southern District of Ohio
- United States Court of Appeals - Sixth Circuit

Professional Affiliations

- American Bar Association
- American Bar Association, Section on Labor and Employment Law
- Past-Chair, Ice Miller Paralegal Evaluation Committee

Awards & Honors

- The *Best Lawyers in America*®, Employment Law - Management, 2012-2026
- AV-Preeminent, Martindale-Hubbell, Peer Review Ratings
- *20 People to Know in Law*, Columbus Business First, November 2014

Services & Industries

- Agricultural Employment: Labor, OSHA & Employee Benefits
- Employment & Independent Contractor Agreements
- Employment Discrimination
- Employment Litigation & Disputes
- Employment Policies & Training
- Food & Agribusiness
- HIPAA Privacy & Security
- Insurance
- Insurance Coverage & Recovery
- Labor & Employment
- Litigation
- Wrongful Termination

Community Involvement

- Board Member, Goodwill Columbus, 2014-present

Key Matters

Reported and Representative Cases

- *Royer v. Tigerpoly Manufacturing, Inc. (S.D. Ohio)*
- Represented Tigerpoly Manufacturing Company and obtained summary dismissal of Ohio employment intentional tort claim filed on behalf of former employee. C2-05-1134
- *Forbes v. International Fiber Corporation (S.D. Ohio)*
- Represented International Fiber Corporation and obtained summary dismissal of Ohio employment intentional tort claim filed on behalf of former employee. 3:05-cv-00154-WHR
- *Mohammed Harb v. London Industries (S.D. Ohio)*
- Represented London Industries and obtained summary dismissal of ethnic discrimination and FMLA lawsuit on behalf of former employee. C2-02-0224

Selected Experience

- *Dotson v. Ohio Bureau of Employment Services*--Served as Special Counsel for the state of Ohio in case arising from murder-suicide involving Ohio Bureau of Employment Services employees

Published In

- "It's a Violent World (and Workplace)," *Inside Indiana Business*, August 16, 2019
- "Internet of Things? Don't Forget Your Employees," *Law360*, September 2, 2016

Thought Leadership

March 9, 2022

Dealing with Employee Theft

July 14, 2021

Asking an Employee About Retirement

December 2, 2020

The EEOC Under a Biden Administration

July 20, 2020

Unemployment Fraud Spikes with COVID-19

April 21, 2020

COVID-19 Does Not Suspend EEOC Obligations

Speaking Engagements

- "#PayMeToo - Is Equal Pay Liability Lurking in Your Company's Future?" Ice Miller Webinar, Indianapolis, Indiana, April 10, 2018
- "Importance of Data Security in Health Care: How Privacy Breaches and Security Incidents Impact Patients and Providers," Ice Miller CLE Forum for In-House Counsel, Indianapolis, Indiana, Dec. 11, 2015
- "Importance of Data Security in Health Care: How Privacy Breaches and Security Incidents Impact Patients and Providers," Ice Miller CLE Forum for In-House Counsel, Columbus, Ohio, Dec. 1, 2015
- "Data Breach: Guarding Against and Responding to a Data Breach," CO-ACC Data Privacy and Professionalism CLE Presentation, Columbus, Ohio, March 19, 2015