



Harlee P. Havens

Title: attorney

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Harlee Havens is an associate in the firm's Lexington, Kentucky office where she focuses her practice in litigation, with a strong focus on both employment law and public utility law.

In the realm of employment law, Harlee represents employers in a wide range of matters in federal and state courts and administrative agencies, including discrimination claims and wage-and-hour disputes. She also assists employers in drafting employee-related agreements and workplace policies. Additionally, Harlee represents electric utilities before the Kentucky Public Service Commission in matters involving regulatory compliance, rate-making, and appeals.

Harlee also represents clients in complex business disputes across a range of industries, leveraging the legal research and writing skills she developed as a former law clerk to Hon. Chief Judge Gregory N. Stivers of the Western District of Kentucky.

CAPABILITIES

Practice Areas

- Administrative Law
- Business Litigation
- Employment Law
- Employment Litigation
- Litigation & Appeals

BAR ADMISSIONS

- Kentucky
- U.S. Court of Appeals for the 6th Circuit
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky

RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

- EEOC Issues Final Rule Implementing the Pregnant Workers Fairness Act *with Robin E. McGuffin* Stites & Harbison Client Alert, April 24, 2024
- Sixth Circuit Identifies “Dilemma,” but Not Solution for Calculating Workers’ Vehicle Expenses Under the Fair Labor Standards Act *with Robin E. McGuffin* Stites & Harbison Client Alert, April 5, 2024

MEMBERSHIPS

- American Bar Association
- Kentucky Bar Association
- Fayette County Bar Association , Young Lawyers Section, Treasurer

COMMUNITY INVOLVEMENT

- Western Kentucky University Young Alumni Council, Member (2024-present)

EDUCATION

University of Kentucky College of Law J.D. *summa cum laude* 2022

- Order of the Coif
- *Kentucky Law Journal*, Managing Editor, Vol. 110; Staff Editor, Vol. 109; Best Second Year Staff Member, Vol. 109; Best Source & Cite, Fain Note, Book Two; Best Source & Cite, VanMeter Article, Book Three
- CALI Award in Secured Transactions, and Law & Religion
- Election Law Society, Class Representative (2019-22)
- Publication: Note, *A Reprieve From the Crushing Cost of an Education: Why the Sixth Circuit Should Interpret the Bankruptcy Code to Allow Discharge of Private Student Loans*, 110 KY. L.J. 203 (2021)

Western Kentucky University B.A., Political Science with minor in Legal Studies *summa cum laude* 2019

- Honors College Graduate
- Thesis/Capstone: The Effect of Knowledge on Attitudes Towards the U.S. Supreme Court
- President's Scholar (2015-19)
- Regents Scholarship; Faculty-Undergraduate Student Engagement Research Grant; Carl P. Chelf Political Science Scholarship Fund
- Southern Political Science Association, Annual Meeting Panelist: Courts & Their Publics
- Greek Hall of Fame
- Greek Academic Hall of Fame
- Panhellenic Council, 1st Vice President
- Omega Phi Alpha Sorority, Secretary
- Mahurin Honors College, HonorsTopper Student Ambassador
- Greek Jeopardy, Co-Chair

MORE THAN STITES & HARBISON

Harlee comes to the firm after serving as a Judicial Law Clerk to the Honorable Chief Judge Gregory N. Stivers, United States District Court for the Western District of Kentucky (2022-23). During law school, she was a summer associate in the Lexington office (2020 and 2021).

Outside of the firm, Harlee enjoys antiques, cooking, and long walks with her dog, Vinny.