STITES & HARBISON PLLC



Demetrius O. Holloway

Title: Retired Member

Phone: 502-587-3400

Location: Louisville, KY

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A seasoned litigator with over 25 years of experience, Demetrius represents employers in the defense of employment-based claims asserted under both Kentucky and federal law including, but not limited to, claims asserted under the ADA, ADEA, FMLA, Title VII, and the Kentucky Civil Rights Act. His experience includes defending civil actions filed in both state and federal court, as well as defending against administrative actions before state and federal administrative agencies.

He is also an affiliated member of the Business Litigation and the Torts & Insurance Service Groups having successfully defended civil suits involving personal injury, defense of product liability claims, breach of contract and common law tort claims. In addition to his litigation practice, Demetrius assists clients with drafting and implementing employee handbooks and other workplace policies, and also conducts on-site training on the issues of discrimination, harassment, and retaliation.

CAPABILITIES

Practice Areas

- Business Litigation
- Employment Law
- Employment Litigation
- Health Care – Employment
- Litigation & Appeals
- Product Liability Litigation
- Professional Liability Litigation

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 Southern District of Indiana
- U.S. District Court for the Western District of Kentucky

RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

- From mock trial to Stites & Harbison: Louisville lawyer wins 2023 Trailblazer Award
  by Eleanor McCrary, *Louisville Courier Journal*, February 5, 2024
- Passing the Torch: Living Diversity
  non-CLE, joint Men of Color and Women of Color event, American Bar Association Young Leaders Division 2024 Mid-Year Meeting, January 31-February 5, 2024
- Demetrius Holloway Earns 2023 Trailblazer Award
  by editor, Attorney At Law Magazine, January 17, 2024
- Demetrius Holloway of Stites & Harbison, PLLC earns 2023 Trailblazer Award
  by editor, *The Lane Report*, January 18, 2024
- Supreme Court Rejects OSHA Vaccine Mandate on Private Employers – Allows CMS Healthcare Mandate for Facilities Receiving Medicare/Medicaid Funds
  ,with Shannon Antle Hamilton, Ashley Owens Hopkins, Robin E. McGuffin and Robin D. Miller Stites & Harbison Client Alert, January 14, 2022
- 20 People to Know in Law: Demetrius Holloway
  Louisville Business First, May 14, 2021
- Louisville Businesses Prepare to Loosen COVID Restrictions
  by Buzz staff, Bollyinside.com, May 25, 2021
- Can workplaces require employees to be vaccinated? Attorneys say they are getting lots of questions as people return to the office.
  Wave3.com, May 25, 2021
- Attorney: Businesses in Kentucky can require proof of vaccination for employees, customers
  by Lexie Ratterman, WDRB.com, May 25, 2021
- 'I'll be thrilled to death to have our customers back': Businesses preparing for loosening COVID-19 safety restrictions

by Dennis Ting, WHAS11.com, May 25, 2021

- Can workplaces require employees to be vaccinated?
  WBKO.com, May 25, 2021
- Know your rights: Do you have to show employers, businesses COVID vaccination card?
  By WAVE News Staff, WKYT.com, March 18, 2021
- Diversity and Inclusion Roundtable for Mid-Size Law Firms
  Panelist, presented by Thomas Reuters, September 9, 2020
- Back on Track: Post-Pandemic Re-Opening Guidance for Kentucky Employers
  ,with Shannon Antle Hamilton
- GUEST COMMENT: Coronavirus ushers in mandatory paid leave — what employers need to know
  Louisville Business First, March 24, 2020
- COVID-19 Ushers in Mandatory Paid Leave – What Employers Need to Know
  Stites & Harbison Client Alert, March 20, 2020
- The Lack of Diversity in Law
  Speaker, LBA Young Lawyers Section's Monthly Networking & Lunch Meeting, February 27, 2020
- Information You Need on the COVID-19 Coronavirus
  Stites & Harbison, PLLC March 2020
- Lawyer Up! Kentucky Imposes New Requirement for Legal Representation at Unemployment Hearings
  Stites & Harbison Client Alert, May 1, 2019
- Review of Kentucky Employment Law Cases
  34th Annual Carl A. Warns and Edwin R. Render Labor & Employment Law Institute, June 15, 2017 *,with Shannon Antle Hamilton*
- What Is It Now? An Employer's Expanding Duty to Accommodate
  Stites & Harbison, PLLC, Thirsty Thursday networking event, Louisville, Ky.
- A “Supreme” Summer for Employers
  Thirsty Thursday, Stites & Harbison networking event, October 24, 2013
- FMLA Update 2013
  29th Annual Kentucky SHRM Conference, Kentucky Chamber of Commerce, Louisville, Ky., September 26, 2013
- FMLA Update 2013
  25th Annual Human Resources Update, Kentucky Chamber of Commerce, Louisville, Ky., May 15, 2013
- Non-profit employees and volunteers - do you know the difference?
  Kentuckiana Association of Volunteer Administrators, Louisville, Ky., May 10, 2012
- OMG! My employees are on Facebook!
  Stites & Harbison, PLLC, Thirsty Thursday networking event, Louisville, Ky., September 22, 2011

FIRM LEADERSHIP

- Diversity Committee, Chair
- Firm Recruiting Committee, Former Member
- Diversity and Inclusion Task Force, Member (2021)

MEMBERSHIPS

- American Bar Association
- Kentucky Bar Association
- Louisville Bar Association,
  - Labor & Employment Section, former Chair

COMMUNITY INVOLVEMENT

- Citizens for Better Judges (Louisville), Steering Committee (2022-present)
- Commonwealth of Kentucky, Judicial Nominating Committee for the Fourth Supreme Court District (Feb. 2021-present)
- Commonwealth of Kentucky, Personnel Board (Feb. 2020-Feb. 2021)
- Junior Achievement, Regional Board Member (2020-present)
- Louisville Urban League, Board of Directors
- Leadership Louisville Center's Bingham Fellows, Class of 2014

EDUCATION

- University of Louisville Louis D. Brandeis School of Law J.D., 2000
- University of Louisville B.A., Political Science, 1997

MORE THAN STITES & HARBISON

Demetrius participated in the Leadership Louisville Center's Bingham Fellows Class of 2014. He is the Chairman of the Board of Deacons and Finance Board at his church.

ACCOLADES

- *Martindale-Hubbell*® AV-Preeminent® Peer Review Rated
- *Best Lawyers in America*®, Employment Law - Management; Litigation - Labor and Employment (2019-26)
- 2023 Justice William E. McAnulty Jr. Trailblazer Award, Louisville Bar Association’s (LBA) Diversity & Inclusion Committee
- *Business First of Louisville*, 20 People To Know in Law (2021)
- Brandeis School of Law at the University of Louisville, 2015 Alumni Fellow
- National Institute for Trial Advocacy, NITA Advocate
- Alpha Media & Kentucky Lottery's Power 29 Award (2016)
- *Kentucky Super Lawyers*®, Rising Star (2013-14)
- 2012 Top Lawyers in the Louisville Area for Employment Law