STITES & HARBISON PLLC



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

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

BAR ADMISSIONS

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

RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

- AI in Employment & Hiring: Legal Considerations for Kentucky Employers
  ,with Rachel Gumbel and Jackson B. Hurst-Sanders Stites & Harbison Client Alert, April 2, 2026
- 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

FIRM LEADERSHIP

- Lexington Office Recruiting Committee, Member

MEMBERSHIPS

- American Bar Association
- Kentucky Bar Association
- Fayette County Bar Association

COMMUNITY INVOLVEMENT

- Fayette County Bar Association Young Lawyers Section, Vice President (2025-Present)
- Western Kentucky University Young Alumni Council, President (2024-present)

EDUCATION

- University of Kentucky College of Law J.D., *summa cum laude* 2022
- Western Kentucky University B.A., Political Science with minor in Legal Studies, *summa cum laude* 2019

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 antiquing, cooking, and long walks with her dog, Vinny.