



## **Olivia N. Norwood**

SENIOR ASSOCIATE

Des Moines

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### Services

Employment, Labor & Benefits

Employment & Labor Litigation

Litigation

Non-Competes

### **Olivia's practice focuses on employment law and litigation and general corporate matters.**

Olivia advises employers and businesses on a variety of day-to-day employment and business issues and represents them in all stages of litigation, including in administrative proceedings. She drafts employment policies, contracts and handbooks, and she also assists clients with various individual employment issues outside of litigation. In addition, Olivia advises clients on general corporate governance matters and employment-related issues involved in mergers and acquisitions. She provides practical, value-focused advice to her clients to help them achieve their business goals.

Prior to practicing law, Olivia was an engineer for an international developer and manufacturer of medical devices. As an engineer, she performed quality system audits and worked with regulatory agencies such as the FDA. Her experience in this role developed her careful attention to detail and analytical aptitude, which she uses to help her clients solve their business issues.

### **Experience**

- Obtained dismissal of multiple civil rights complaints brought against employers by former employees.
- Drafts employment policies, contracts and handbooks.
- Advises clients on various individual employment issues outside of litigation.
- Conducted multiple internal investigations of sexual harassment complaints for various employers.
- Successfully represented client in bench trial for various non-compete issues.
- Defended employer against age discrimination, disability discrimination and retaliation claims brought by former employee.

## Credentials

### Education

- Drake University Law School, J.D., certificate in Global Intellectual Property, 2017, *with highest honors*
- Iowa State University, B.S., 2012, *magna cum laude*

### Admissions

- Minnesota, 2021
- U.S. District Court for the Southern District of Iowa, 2021
- U.S. District Court for the Northern District of Illinois, 2021
- Iowa, 2017

## Recognition

- Order of the Coif
- Dwight D. Opperman Scholar
- Harold G. Cartwright Law Review Award for Best Note, *Drake Law Review*, 2016-2017
- CALI Excellence for the Future Award (top grade): Bar Exam Preparation; Constitutional Law I; Constitutional Law II; Evidence; Intellectual Property Litigation; Patent Law; Secured Transactions

## Civic & Professional

### Professional Activities

- Iowa State Bar Association, Member
- Polk County Bar Association, Member
- Polk County Women Attorneys, Member
- Young Lawyers Division, Member
- *Drake Law Review*, Note Editor, 2016-2017

## Speaking Engagements

Event | 10.28.2022

Des Moines Employment Law Seminar

Event | 12.16.2021  
Vaccines in the Workplace

## Legal Updates

Legal Update | 01.14.2022  
The Fate of the OSHA ETS – The Vaccine or Regular Testing Mandate

Legal Update | 11.05.2021  
The Wait is Over: OSHA's Much-Anticipated Vaccine or Regular Testing Mandate Published (Updated)

Legal Update | 07.23.2020  
Question of the Day: DOL's Guidance on Return to Work and Remote Work

Legal Update | 04.01.2020  
Employment Question of the Day: April 1, 2020

## Publications & Presentations

Co-Presenter, "Vaccines in the Workplace," Fredrikson & Byron Employment & Labor Webinar, December 16, 2021

Co-Presenter, "Mandatory Vaccination and the Accommodation Process," Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 26, 2021

Co-Author, "The Wait is Over: OSHA's Much-Anticipated Vaccine or Regular Testing Mandate Published," *FredNEWS*, November 5, 2021

Co-Presenter, "Mandatory Vaccination and the Accommodation Process," Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 26, 2021

Co-Presenter, "Disability Accommodation Case Study in the Pre- and Post-COVID-19 Workplace," Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 27, 2020

Presenter, "FMLA/ADA: Practical Tips from Recent Cases," Fredrikson & Byron's Employment Law Seminar, Des Moines, IA, October 4, 2019

Co-Presenter, "Investigating Complaints in Today's Workplace," Fredrikson & Byron Event, May 23, 2019

Note, "Your Head is in the Cloud: The Application of Outdated Privacy Law to Rapidly Changing Technologies," *Drake Law Review Discourse*, November 2017