



## Colleen R. Gong

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Colleen (Reilly) Gong is an associate attorney who primarily focuses on labor and employment law and corporate and commercial matters.

### Professional Experience

Colleen's practice is concentrated on labor and employment law and corporate and commercial work. She advises businesses on a wide array of employment-related matters including wage and hour disputes, internal business policies and procedures, and compliance with state and federal law such as the Fair Labor Standards Act (FLSA) and Title VII of the Civil Rights Act of 1964. She also advises businesses of all sizes on an

extensive range of corporate and commercial issues, such as contracts and operational matters. Colleen also provides corporate training for small and large businesses on a variety of topics, including workplace harassment, all forms of discrimination (national origin, race, color, religion, disability, sex (which includes sexual orientation and gender identity), and age), and FMLA. Colleen has a strong history of commitment to her clients and to her community. At the University of Cincinnati College of Law, Colleen was a Fellow for the Ohio Innocence Project where she assisted in helping to exonerate a Cleveland man who spent 17 years in prison after being wrongfully convicted of a crime that he did not commit. While in law school, Colleen also was a member of the Moot Court Honor Board and served as the Managing Editor for the Intellectual Property and Computer Law Journal.

Originally hailing from the west side of Cincinnati, Colleen enjoys reading, listening to music, sports, and traveling. She and her husband, Michael, are active members of St. Patrick's parish in Troy, where they currently reside along with their son, two labradoodles, and cat.

### Publications

- "Women in the Aeneid: Foreign, Female, and a Threat to Traditional Roman Society or Examples of Model Male Citizens?" (2015). Senior Honors Thesis. Department of History, John Carroll University, available [here](#).

### Notable Topics on which Colleen has Presented to Various Organizations:

- Diversity, Equity, and Inclusion in the Workplace
- Gender Identity and Sexual Orientation
- Medical Marijuana in the Workplace
- Navigating Employment Issues Amidst the COVID-19 Pandemic
- A New Normal: Returning to Work in Light of COVID-19
- A Review of Impactful Employment Law Changes the Biden Administration has made after One Quarter in Office
- Employee Handbooks: Why They are Important and What Employers Need to Be Wary Of
- Not Back to Normal Yet: COVID-19 Updates: Vaccine Mandates and More
- The Great Resignation, Employee Handbooks, and COVID-19 Protocols: What Employers Need to Know in 2022