

THORPESHWER



Caroline Larsen

PARTNER

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Caroline Larsen draws on nearly twenty years of litigation experience at some of the nation's biggest law firms to advise and defend companies on a wide range of employment issues, including discrimination, sexual harassment, retaliation, leave management, terminations, reductions in force, non-compete agreements and other employment-related contracts, and wage and hour laws. Her extensive experience litigating employment claims and employment-related commercial disputes includes representing employers in bench and jury trials in state and federal court, private arbitration, and investigations and hearings before numerous state and federal agencies, including the Equal Employment Opportunity Commission, Arizona Civil Rights Division, Department of Justice, Department of Labor, and Industrial Commission.

Caroline partners with her clients to understand their business priorities and provide practical advice, counseling, and training for employers of all sizes to minimize the risks of claims and litigation. She drafts and updates employment policies and agreements, conducts investigations, and helps client navigate all phases of the employment process, including hiring, classification of workers, accommodating disabilities, performance management, discipline, and termination.

Caroline also has extensive experience helping businesses comply with Title III of the Americans with Disabilities Act and similar state laws to ensure access for individuals with disabilities. Caroline provides guidance to retailers, hospitals and other healthcare providers, hotels and resorts, movie theaters, and other places of public accommodation regarding their obligations, including removing architectural barriers, ensuring website accessibility, and mandatory disclosure of accessible features for hotels. She also represents and advises businesses in Department of Justice and Arizona Civil Rights Division investigations regarding accessibility issues.

Best Lawyers has recognized Caroline for her work in employment law and litigation since 2018, and selected her as the 2023 "Lawyer of the Year" for labor and employment litigation, based on peer feedback. Only one lawyer is recognized as the "Lawyer of the Year" for each specialty and location. Super Lawyers recognized Caroline as a Rising Star from 2012-2015.

Caroline earned her undergraduate degree from Weber State University and her law degree from Arizona State University Sandra Day O'Connor College of Law, where she was the Note & Comment Editor of the Arizona State University Law Journal. Prior to joining Thorpe Shwer, Caroline worked for Ogletree Deakins, an international labor and employment boutique, and Bryan Cave LLP, an international full-service firm.

Related Practice Areas

- [Employment Litigation](#)
- [Non-Competition Agreements and Restrictive Covenants](#)
- [Contract Disputes](#)

Admissions

- U.S. Supreme Court
- U.S. Court of Appeals Ninth Circuit
- U.S. District Court, District of Arizona
- Arizona Supreme Court

Professional Affiliations

- State Bar of Arizona, Member
- Federal Bar Association, Member
- Maricopa County Bar Association, Member

Honors & Awards

- Best Lawyers in America, Lawyer of the Year, Litigation – Labor & Employment, 2023
- Best Lawyers in America, Employment Law – Management and Litigation, 2018-2023
- Super Lawyers, Rising Star 2012-2015

Articles and Presentations

- Speeches
 - Workplace Strategies Virtual Seminar - "Hiring and Firing Employees in a Post-COVID World" - June 23, 2021
 - National Association for Legal Support Professionals Webinar - "Business as Usual? Planning for Ongoing Impact of COVID-19 on the Workplace" - May 13, 2021
 - Association of Healthcare Human Resource Administrators HR Round Table - "COVID-19 Vaccination: Can You (and Should You) Mandate It?" - October 30, 2020
 - Ogletree Deakins Workplace Strategies Seminar - "Examining Your Examinations and Inquiring About Your Inquiries: Strategies for Legally Compliant Medical Evaluations" - Las Vegas - May 3, 2019
 - National Business Institute Webinar - "ADA Title III Accessibility Law" - December 13, 2018
 - Ogletree Deakins Seminar - "When Employees Aren't Well and It's Difficult to Tell: Detecting and Accommodating Hidden Disabilities" - Scottsdale - October 26, 2018
 - Ogletree Deakins Workplace Strategies Seminar - "Drowning in Documentation? Staying Compliant and Current With Handbooks, Investigations, and Other Employment Documentation" - Phoenix - May 9, 2018
 - Sandra Day O'Connor American Inn of Court - "Panel Discussion on the Americans with Disabilities Act" - Phoenix - November 21, 2017
 - 2017 Community College Risk Management Summit - "Preventive Maintenance: ADA Title II and Title III Obligations In and Around the Classroom" - Phoenix - November 2, 2017
 - Ogletree Deakins Seminar - "Getting Off On The Right Foot: Best Practices For Screening Candidates And Hiring New Employees" - Scottsdale - October 20, 2017
 - Ogletree Deakins Seminar - "Avoiding Documentation Drama: Practical Strategies For Managing And Improving Performance Documentation" - Scottsdale - October 20, 2017
 - Arizona Lodging & Tourism Association - "Proposition 206: Understanding Arizona's New Minimum Wage and Paid Sick Leave Law" - Phoenix - April 19, 2017
 - Arizona Hospitality Summit 2016 - "Stopping the ADA Frivolous Lawsuits" - Phoenix - November 29, 2016
 - Ogletree Deakins Managing a Workforce in 2017 Seminar - "When a Few Inches Matter: What You Need to Know to Make Sure Your Business is ADA-Compliant" - Phoenix - October 4, 2016
 - Ogletree Deakins Managing a Workforce in 2017 Seminar - "Comfort Dogs, Nut-free Environments, and Odorless Workplaces: The Expansion of 'Reasonable' Accommodations" - Phoenix - October 4, 2016
 - Ogletree Deakins Workplace Strategies Seminar (moderator) - "The Website Accessibility Litigation Explosion" - Chicago - May 2016

- Prescott Area Hospitality Association and Arizona Lodging & Tourism Association - "ADA Accessibility (Title III) Claims on the Rise: What Your Business Needs to Know" - Prescott - April 2016
- State Bar of Arizona: Labor and Employment Section - "ADA Accessibility (Title III) Claims on the Rise: What Business Owners, Employers and Employment Lawyers Need to Know" - Tucson - March 2016
- Ogletree Deakins Seminar - "You're Not the Boss of Me!" - Scottsdale - September 2015
- Ogletree Deakins Seminar (moderator) - "In Their Own Words: HR Professionals and In-House Labor and Employment Attorneys Discuss Current Issues and Challenges Affecting Their Organizations" - Scottsdale - October 2014
- Ogletree Deakins Managing a Workforce 2014 - "Finding Mr. or Mrs. Right: Avoiding Liability in the Hiring Process" - Scottsdale - October 4, 2013
- Maricopa County Bar Association Paralegal Career Day - "What is Legal in Interviewing and Hiring?" - Phoenix - May 2013
- Ogletree Deakins Seminar - "Dealing with Problem Employees and Pro Se Plaintiffs" - Scottsdale - October 2012
- Ogletree Deakins Workplace Strategies Seminar - "Arizona Labor and Employment Law Update" - Phoenix - May 2012
- Maricopa County Bar Association Paralegal Career Day - "Legal Landmines in Interviewing and Hiring" - Phoenix - May 2012
- Northwest Arizona Human Resource Association - "2011 Employment Law Update" - Phoenix - April 2011
- Ogletree Deakins Seminar - "Tackling Tough Wage and Hour Issues - Your Guide to Surviving Increased Department of Labor Enforcement and Private Litigation" - Phoenix - September 2010
- Media Quotes
 - July 19, 2021 - SHRM Online - "How to Keep Telecommuting Employees with Disabilities Engaged"
 - July 12, 2021 - SHRM Online - "What If a Job Applicant Discloses a Disability?"
 - June 17, 2021 - SHRM Online - "How to Handle an Influx of Accommodation Requests"
 - January 25, 2017 - Arizona Business Magazine - "Arizona's tourism industry gears up for legal challenges"
- Published Works
 - October 29, 2020 - Ogletree Deakins Blog Post - "Federal Court Upholds Enforcement of Grocery Store's Face-Covering Policy Over Customer Claims of Disability Discrimination"
 - July 16, 2018 - Arizona Big Media - "Arizona indefinitely suspends attorney behind more than 1,800 ADA lawsuits"
 - July 13, 2018 - Ogletree Deakins Blog Post - "Arizona Indefinitely Suspends Plaintiffs' Attorney Behind More Than 1,800 Title III Lawsuits"
 - November 20, 2017 - Ogletree Deakins Blog Post - "Serial Plaintiffs' Lawyer Commences Latest Round of Hotel Litigation: How Can Hotels Protect Themselves?"
 - April 20, 2017 - Ogletree Deakins Blog Post - "Arizona Amends State Disabilities Act to Protect Businesses From Drive-by Lawsuits"
 - February 20, 2017 - Ogletree Deakins Blog Post - "Arizona Judge Finds Standing Is a Must for Serial ADA Plaintiff, Dismisses More Than 1,100 Cases"
 - January 22, 2017 - Ogletree Deakins Blog Post - "Website Accessibility Epidemic Reaches Arizona"
 - September 28, 2016 - Ogletree Deakins Blog Post - "A Reprieve for Arizona Businesses: State Judge stays More Than 1,100 Cases By Serial ADA Plaintiff"

Community Activities

- Former Board Member and President, Homeless Legal Assistance Project

Education

- Arizona State University, Sandra Day O'Connor College of Law, J.D., *cum laude*

- Senior Note & Comment Editor, Arizona State Law Journal
- Weber State University, B.A.