

Kelsey S. Gee

associate

Kelsey is an associate in the firm's Labor & Employment Department. She advises employers in the financial services, aerospace, health care, and manufacturing industries on a wide range of employment law matters, including claims brought under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and the Fair Labor Standards Act (FLSA).

Kelsey regularly represents employers before administrative agencies, including the U.S. Equal Employment Opportunity Commission (EEOC) and the Ohio Civil Rights Commission (OCRC), and in litigation involving claims of discrimination and retaliation. She also litigates complex employment matters in state and federal court including wage and hour class and collective actions and business competition and trade secret disputes.

In addition to her litigation experience, Kelsey counsels clients on a variety of labor and employment issues including restrictive covenant agreements, including non-compete, non-solicitation, and non-disclosure agreements. Her work helps employers protect their business interests and navigate the evolving legal landscape surrounding workforce mobility and competition.

Prior to joining Porter Wright, Kelsey served as a judicial extern to Ohio Supreme Court Chief Justice Maureen O'Connor and to Judge Sarah D. Morrison of the U.S. District Court for the Southern District of Ohio. She earned her J.D., *summa cum laude*, from Capital University Law School, where she was editor-in-chief of the *Capital University Law Review*, Volume 50.

BAR ADMISSIONS

- Ohio
- U.S. District Court for the Southern District of Ohio

PRESENTATIONS

- "Navigating Tricky Topics in Employment Law: A Choose-Your-Own-Adventure Guide," Porter Wright Employment Relations Seminar, Oct. 29, 2026

CONTACT

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SOCIAL MEDIA

Blogs
employerlawreport.com

EDUCATION

Capital University Law School, J.D., *summa cum laude*, 2022

Temple University, B.S., *magna cum laude*, 2017

SERVICES

Labor & Employment

- Class and collective actions
- Trade secret protection and non-competition
- Whistleblowing and retaliation
- State and federal workplace safety and health
- Employment law compliance counseling
- Employment litigation
- Leave, FMLA and ADA reasonable accommodation counseling
- Wage and hour compliance

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- "The Leave Triangle: Managing the Intersection of Workers' Compensation, FMLA and ADA Laws," Porter Wright Employment Relations Seminar, Oct. 8, 2025
- "Accommodation in Action: ADA and PWFA Compliance in Today's Evolving Leave Law Landscape," Porter Wright Employment Relations Seminar, June 3, 2025
- "Employment Trends & Hot Topics," Porter Wright Employment Relations Seminar, Oct. 9, 2024
- "How to Handle Harassment Claims Under the New EEOC Guidance," Porter Wright Employment Relations Seminar, June 4, 2024

PUBLICATIONS

- "A Novel Application of Negligent Entrustment: Section 230 and the Gig Economy," *29 Barry Law Rev. 1,* 2024
- "Student-athletes or employees? The multimillion-dollar question," PLI Chronicle: Insights and Perspectives for the Legal Community, January 2024

PROFESSIONAL ASSOCIATIONS

- Ohio State Bar Association
- Columbus Bar Association
- Defense Research Institute

HONORS | AWARDS

- Ohio Super Lawyers, Rising Stars Edition
- CALI Excellence for the Future Award® in Contracts
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Business Competition, Advice & Litigation

- Competitive interference claims
- Non-compete, non-solicitation, non-recruitment and non-disclosure agreements
- Non-competition and trade secret counseling and litigation

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