



Patty Ogden exclusively represented management of private and public employers of all sizes and from a broad range of industries. Patty was committed to partnering with her clients to achieve their objectives by delivering practical advice and solutions to the challenges they face daily when managing a workforce, and defending their position in the event litigation ensues.

Patty routinely defended allegations of wrongful discharge, wage and hour claims, discrimination, retaliation, sexual and other forms of harassment, whistleblower complaints, OSHA violations in multiple jurisdictions and with regard to both federal and state plans, worker's compensation matters and other employment claims. In addition to defending claims in federal and state court, Patty represented clients before administrative forums, including the Department of Labor, and matters before the EEOC, as well as federal and state OSHA matters, unemployment appeals and worker's compensation claims.

Recognizing the significance of being proactive in employment matters in order to reduce legal risks, Patty spent a substantial amount of her practice in daily client counseling and effective policy development, as well as on client training involving a variety of legal compliance issues, including Title VII of the Civil Rights Act, harassment issues, the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), various state statutes, wage and hour compliance issues, and effective hiring and supervisory skills.

Her practice regularly involved advising human resource professionals and management personnel who hold the responsibility of administering the FMLA and ADA compliance, as well as advising clients on OSHA compliance and training requirements and best practices. In addition, Patty worked with clients on consulting agreements, independent contractor issues, handbooks, and in analyzing reductions-in-force and preparing severance packages.

Prior to joining Barnes & Thornburg, Patty was a practicing registered nurse specializing in research and transplantation and critical care, as well as the nurse manager of a large medical unit. Due to her background as

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EDUCATION

Indiana University-Indianapolis, (J.D.),
summa cum laude, 1996, executive
editor of Indiana Law Review

Ball State University, (B.S.), 1990

BAR ADMISSIONS

Indiana

COURT ADMISSIONS

U.S. District Court for the Northern
District of Indiana

U.S. District Court for the Southern
District of Indiana

LANGUAGES

English

an RN, Patty participated in healthcare symposiums and advises clients and other HR personnel on updates to the ADA and FMLA, workplace medical issues, risk management, effective documentation, legal issues involving unemployment proceedings, transfer of patients between facilities, and other healthcare-related topics. Her background in healthcare allowed her to efficiently help clients she serves due to her understanding of the medical issues inherent in ADA, FMLA and workers compensation claims.

Professional and Community Involvement

Member, Indiana State Bar Association

Member, American Bar Association

Honors

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