



A detailed-oriented and strategic thinker, Colleen Schade is committed to helping employers navigate the ever-changing field of labor and employment law, mitigate risks, and implement best practices.

Colleen brings focus and dedication in assisting her employer clients address workplace issues, ranging from complex legal and compliance issues to everyday practical guidance. She assists and counsels in the areas of traditional labor, employee relations, wage and hour, and litigation.

Colleen represents employers in litigation in state and federal court, regularly defending clients against claims of wrongful termination, discrimination, harassment, retaliation, and wage and hour compliance. She manages cases throughout the litigation process, including drafting motions, taking and defending depositions, and attending settlement conferences and mediations. Colleen also represents clients in front of administrative agencies, including the Equal Employment Opportunity Commission, Indiana Civil Rights Commission, and the National Labor Relations Board.

Colleen also advises clients on day-to-day employment questions and counsels on best practices. She helps clients comply with federal, state, and local laws and provides practical support, such as reviewing and drafting handbooks, policies, and agreements. Colleen regularly advises clients on compliance with legal obligations under Title VII of the Civil Rights Act of 1964, The Family and Medical Leave Act, the Americans With Disabilities Act, and the National Labor Relations Act, amongst other laws.

Before joining the firm full-time, Colleen was a summer associate with Barnes & Thornburg and a summer legal intern with Cummins, Inc., a Fortune 500 company, where she gained insight into the challenges and needs businesses, their employers and employees face on a daily basis.

Intrigued by the intersection of law and sociology, Colleen wrote her

Colleen Schade

Associate

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EDUCATION

Indiana University Maurer School of Law, (J.D.), cum laude, 2020, managing editor of Indiana Journal of Global Legal Studies, Phi Delta Phi, Bernard Harrold Fellowship Scholarship

Saint Mary's College, (B.A.), political science, minors in Spanish and sociology, summa cum laude, 2017, Juliette Noone Lester Award

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

PRACTICES

Labor and Employment

Wage and Hour

undergraduate senior thesis on “The Effect of Female Judges on the Collegial Decision-Making Process in Federal Appellate Courts.” Her research further inspired her career in law as she studied the impact and value of females in the legal profession.

Outside of her professional endeavors, Colleen enjoys cooking, spending time with her family, and watching and playing sports. She is an avid college football fan, rooting for the University of Notre Dame. She was a student manager for the Notre Dame football team for four years in college and was the first Saint Mary’s College student selected for the role of senior manager in the 91-year history of the program.

Professional and Community Involvement

Member, Indianapolis Bar Association

Former volunteer, Maurer Protective Order Project

Former student mentor, Saint Mary’s College Big Belle Little Belle