



Denise E. Elliott

Member

Lancaster, PA

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Services and sector groups

- Labor and Employment
- Healthcare and Life Sciences
- Public Sector
- Manufacturing, Warehousing,
and Distribution
- Financial Services
- Charitable and Nonprofit

Denise represents public and private employers in workers' compensation and employment matters. She advises clients in litigation, federal and state compliance, and workplace safety.

As an experienced litigator, she handles matters in all phases of employment-related litigation, including before state and federal courts, arbitrators, administrative law judges, and administrative agencies, including the Equal Employment Opportunity Commission and the Pennsylvania Human Relations Commission. She also provides proactive counseling and training to employers to help them comply with the law and avoid litigation.

As an EEOC-trained investigator, Denise assists employers with investigations involving sexual harassment, discrimination, retaliation, and other workplace misconduct. Her work often involves issues at the intersection of workers' compensation, disability accommodation, medical leave, Title VII, and unemployment compensation.

Denise is a frequent speaker and author on the topic of medical marijuana in the workplace. Her articles on the topic have been published by Inc. Magazine, Corporate Counsel Business Journal, The Legal Intelligencer, and Business Woman Magazine, among others. Denise is a member of the Pennsylvania Chamber of Commerce Medical Marijuana Taskforce and has testified before the Senate Health and Human Services Committee regarding recommended revisions to Pennsylvania's Medical Marijuana Act.

Denise serves on the Board of Directors for Union Community Care (and on Union's Governance committee) and the YWCA of Lancaster. She is an Adjunct Professor at Penn State Dickinson Law School, teaching an experiential learning class in PHRC/EEOC Litigation.

Representative experience

- National technology company: Secured a favorable decision before the U.S. Court of Appeals for the Third Circuit on behalf of Toshiba America Energy Systems, upholding the lower court's ruling that an employee who was terminated after testing positive for THC failed to state claims under the ADA or the Pennsylvania Human Relations Act.
- Legislative testimony: Testified before the Pennsylvania Senate Health and Human Services Committee regarding proposed changes to the Medical Marijuana Act.

Certifications

- Workers' Compensation Law Specialty Certification, Pennsylvania Bar Association

Education

- Temple University, Beasley School of Law, J.D.
- University of Delaware, B.A., criminal justice

Admissions

- Pennsylvania
- Supreme Court of the United States
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania

Recognition

- Power 30 List in Law & Lobbyists, Central Penn Business Journal, 2021-2022
- Unsung Hero Award, The Legal Intelligencer, 2021
- Rising Stars, 2019, 2020
- Top 100 People by Pennsylvania Business Central, 2017
- Select Lawyers, 2014, 2015

Professional and community involvement

- Pennsylvania Bar Association
 - Workers' Compensation Law Specialty Certification
 - Workers' compensation law section
 - Women in the profession committee
 - Women's Law Section
- Lancaster Bar Association
 - Director at Large, 2023 – 2026
- Lancaster YWCA, Board of Directors, 2025 – present
- Union Community Care, Board of Directors, 2017-present; Member, Governance Committee, 2007-present
- John Neumann Catholic School (formerly St. Anne School), Member Parent School Board 2013 – 2021
- Penn State Dickinson Law School, Adjunct Professor
- Girls on the Run Lancaster/Lebanon, Board Member 2015 –
- 2023
- Leadership Lancaster
 - 2009 Core Class Graduate
- Lancaster Chamber of Commerce and Industry
- Mentor for the Women in Business mentoring program