

## Joy Ellis

(she/her)

Office Managing Director and Principal

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Joy has decades of experience delivering practical employment-related advice, litigating labor and employment disputes, conducting workplace investigations and advising independent and public schools.

Joy advises and represents employers. She provides practical advice and counsel on a broad range of employment law issues. In addition to her advice practice, Joy defends employers in litigation. She has successfully handled BOLI, L&I and EEOC complaints, as well as defended lawsuits in Oregon and Washington's state and federal courts.

Joy conducts workplace investigations and has a reputation as a fair, prompt and thorough fact finder. She is a Certificate Holder (AWI-CH) with the Association of Workplace Investigators, a distinction earned by completing intensive training and assessment in the core principles of impartial workplace investigations.

A unique segment of Joy's practice involves advising and representing independent schools in virtually all aspects of their operations, including employment matters, educator misconduct, risk management, student and employee handbooks, student discipline, civil rights, enrollment contract and admission issues, education records and head of school contracts.

### Services

Labor, Employment & Immigration

Alternative Dispute Resolution

Education Law

Food & Beverage

Labor & Employment Litigation

Litigation

### Admissions

Oregon, 1995

Washington, 1996

U.S. District Court, District of Oregon, 1997

U.S. District Court, Western District of Washington, 1996

U.S. Court of Appeals for the 9th Circuit, 1998

Joy is a frequent speaker on various employment and school law topics. She regularly conducts on-site training on preventing educator misconduct, maintaining a harassment-free workplace, implementing leave laws, complying with wage and hour laws and effective hiring and firing practices.

## Education

J.D., Lewis & Clark Law School (*magna cum laude*), 1995

B.A., Yale University (*magna cum laude*), American Studies and Environmental Studies, 1991

## Honors & Recognition

*Chambers USA* (Oregon), Leading Individual, Labor & Employment, 2022-present

*The Best Lawyers in America*®

- Education Law, 2026
- Labor & Employment Litigation, Employment Law - Management and Labor Law - Management, 2013-present

Oregon Super Lawyers list, Employment & Labor, 2025

Martindale-Hubbell AV Preeminent rating

- Bar Register of Preeminent Women Lawyers

## Professional Activities

Association of Workplace Investigators, Certificate Holder (AWI-CH), Training Institute Graduate

Foster Garvey, Managing Director of Portland Office, 2023-present

Multnomah Bar Association, Member, 1995-present

- Labor and Employment Law Section, Member, 1995-present
- Litigation Section, Member, 1995-present

Oregon State Bar, Member, 1995-present

Washington State Bar, Member 1996-present

## News

71 Foster Garvey Attorneys Recognized Among the 2026 Best Lawyers in America; Paul Trinchero Named 'Lawyer of the Year'

8.21.25

Six Attorneys Selected to 2025 Oregon Super Lawyers  
*Foster Garvey Newsroom*, 7.22.25

Foster Garvey Recognized Among Nation's Top Firms in 2025 Chambers USA Guide; 26 Attorneys and 13 Practices Ranked  
*Foster Garvey Newsroom*, 6.5.25

65 Foster Garvey Attorneys Selected to The Best Lawyers in America® 2025, Three Named 'Lawyer of the Year'  
*Foster Garvey Newsroom*, 8.15.24

Foster Garvey Recognized Among Nation's Top Firms in 2024 Chambers USA Guide; 20 Attorneys and 10 Practices Ranked  
*Foster Garvey Newsroom*, 6.6.24

57 Foster Garvey Attorneys Recognized Among the 2024 Best Lawyers in America; Two Portland Attorneys Named 'Lawyer of the Year'  
*Foster Garvey Newsroom*, 8.17.23

Foster Garvey Receives Honors in 2023 *Chambers USA* Guide; 21 Attorneys and 10 Practices Featured  
*Foster Garvey Newsroom*, 6.1.23

45 Foster Garvey Attorneys Recognized Among *The Best Lawyers In America*®  
*Foster Garvey Newsroom*, 8.18.22

Foster Garvey Recognized Among Nation's Leading Law Firms in 2022 *Chambers USA* Guide; 21 Attorneys and 10 Practices Featured  
*Foster Garvey Newsroom*, 6.1.22

38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch  
*Foster Garvey Newsroom*, 8.19.21

43 Attorneys Named 2021 *Best Lawyers in America*; 10 Named Best Lawyers: Ones to Watch  
*Foster Garvey Newsroom*, 8.20.20

50 Foster Garvey Attorneys Named 2020 *Best Lawyers in America*  
*Foster Garvey Newsroom*, 8.15.19

Joy Ellis and Bob Weaver's Investigation Into Portland Public Schools' Mishandling of Educator Misconduct Cited in *U.S. News & World Report*  
*U.S. News & World Report*, 5.11.18

## Speaking Engagements

"Defensible Documentation and Discipline," Oregon Bureau of Labor & Industries (BOLI) 41st Annual Employment Law Conference  
Speaking Engagement  
11.7.25

"15 Common Mistakes You & Every Other Employer Are Making," WASBO 2025 Annual Conference  
Speaking Engagement  
Spokane, WA, 5.8.25

"Reasonable Accommodations in the Workplace," Oregon Bureau of Labor & Industries (BOLI) 40th Annual Employment Law Conference  
Speaking Engagement  
11.7.24

"Workplace Accommodations," Policy to Practice Educational Series, Session 2  
Webinar  
10.16.24

WASBO 2024 Annual Conference  
Event  
Tacoma, WA, May 8 - 10, 2024

"Effective Performance Management," Oregon Bureau of Labor & Industries (BOLI) 39th Annual Employment Law Conference  
Speaking Engagement  
11.2.23

WASBO 2023 Annual Conference  
Event  
Spokane, WA, 5.3.23 - 5.5.23

"Best Practices for Conducting an Investigation," Oregon Bureau of Labor & Industries (BOLI) 38th Annual Employment Law Conference  
Speaking Engagement  
Virtual Event, 11.10.22

"Sexual Harassment at Schools," Washington's Council of School Attorneys (COSA)  
Speaking Engagement  
6.15.22

"Defensible Discipline, Discharge and Documentation," Oregon Bureau of Labor & Industries (BOLI) 37th Annual Employment Law Conference  
Speaking Engagement  
Virtual Event, 11.5.21

"Flattening the Contract Learning Curve," NWAIS Business Officers Conference  
Speaking Engagement  
Virtual Event, 4.26.21

"Managing Employees Who Work From Home," The Seminar Group 23rd Annual Labor & Employment Law Conference  
Speaking Engagement  
Virtual Event, 8.28.20

"New Workplace Laws & Regulations in 2020," Oregon Employers' Forum  
Speaking Engagement  
Portland, OR, 11.13.19

"Conducting the Hiring Process While Avoiding Legal Landmines," Oregon Bureau of Labor & Industries (BOLI) 35th Annual Employment Law Conference  
Speaking Engagement  
Portland, OR, 11.4.19

"FMLA, OFLA, ADA, ADA, OMG: The Dos, Don'ts, Hows and Whys of Protected Leave Laws," Oregon Bureau of Labor & Industries (BOLI) 34th Annual Employment Law Conference  
Presentation  
Portland, OR, 11.2.18

"Managing the Risks of a Growing Workforce," Advanced Small Business Management Program, Portland Community College  
Presentation  
Portland, OR, 8.1.18

"Managing the Risks of a Growing Workforce," Advanced Small Business Management Program, Portland Community College  
Presentation  
Portland, OR, 8.2.17

"Micro-Aggressions and Implicit Bias: Navigating the Fine Lines," NWCEO/Affirmative Action Association Panel Discussion  
Speaking Engagement  
Portland, OR, 6.6.17

“Minimizing the Risk of Educator Sexual Misconduct: What should schools be doing *right now?*”  
Northwest Association of Independent Schools (NWAIS), 2016 Institutional Leadership  
Conference  
Event  
Tacoma, WA, 11.7.16

## Legal Alerts

FFCRA Update: Recent Court Decision Striking Key Portions of the DOL’s Final Rule May Impact  
Employers  
8.12.20

Oregon’s Minimum Wage – What Now?  
3.3.16

Nothing to Sneeze About: Oregon State-Wide Paid Sick Leave Bill is Now Law  
6.24.15

2013 January Labor and Employment Alert  
2.1.13

## Publications

Oregon Sections for Employment Law Manual  
9.9.21

Terms of Employment: Oregon  
*Employment Law Manual*

Employment Offer: Oregon  
*Employment Law Manual*

Interviewing and Selecting Job Candidates: Oregon  
*Employment Law Manual*

Negligent Hiring: Oregon  
*Employment Law Manual*

Recruiting: Oregon  
*Employment Law Manual*

Employee or Contractor? Congress Wants You to Get it Right  
*Portland Business Journal*, 11.12.10