

# FRANCZEK

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## CAROLINE KANE

### Associate

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Caroline regularly counsels employers on various labor and employment related issues arising throughout all stages of the employment relationship.

Caroline represents clients in litigation matters before state and federal trial and appellate courts, and in administrative hearings before state and federal agencies including the Equal Employment Opportunity Commission and the Illinois Department of Human Rights. Caroline also counsels and represents employers in traditional labor matters including collective-bargaining, union organizing campaigns, grievance arbitrations, and matters before federal and state labor boards.

Caroline provides clients with proactive counseling in drafting and implementing employment related policies to ensure compliance with various state and federal laws. She also assists clients with transactional matters including drafting and negotiating employment agreements, as well as separation agreements. Caroline conducts training for both managerial and non-managerial employees on personnel policies and relevant laws, including policies related to the prevention of discrimination, harassment, and retaliation. She advises clients on conducting investigations into employee complaints, particularly in the context of harassment.

Caroline graduated *magna cum laude* from DePaul University College of Law, where she was elected to Order of the Coif. While at DePaul, Caroline served on the editorial board of the *DePaul Law Review* and was the recipient of the Presidential Service Award for volunteer work completed while in law school.

In her free time, Caroline remains active in community-based organizations and enjoys spending time with friends and family.

## Education

- J.D., *magna cum laude*, DePaul University College of Law, 2016,
- B.A., B.S., *cum laude*, Loyola University Chicago, 2013, (sociology, criminal justice, and

criminology)

## Bar & Court Admissions

- Illinois
- U.S. District Court for the Northern District of Illinois