Practice Areas

Labor & Employment

Bar Memberships

Ohio

Grace A. Kuntz McVay

Senior Associate

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Grace focuses her practice on a variety of labor and employment matters, including claims of employment discrimination, harassment, retaliation, wrongful discharge, and wage and hour violations. She regularly advises clients on affirmative action plans, including preparing plans, planning for and defending OFCCP audits, and conducting adverse impact analyses. Grace also advises clients on a range of other employment-related issues, including employee handbooks, and internal investigations. As a litigator, Grace defends clients against administrative charges and lawsuits involving a wide range of employment-related claims.

Beyond her employment practice, Grace is dedicated to pro-bono efforts, where she has played a key role in assisting clients with sealing and expunging past criminal records. While in law school, Grace served as a Law Clerk at GE Aerospace and worked at the firm as a 2022 Summer Associate.

Other Info About Grace

Work History

GE Aerospace, Legal Intern

Education

Northern Kentucky University Chase College of Law, J.D., 2023, *summa cum laude*

Franklin University, B.S. Accounting, 2019, *summa cum laude*

Southern State Community College, A.A., 2018, *summa cum laude*

Recognition

CALI Excellence for the Future Award, Digital Privacy & Security, CALI, 2023

CALI Excellence for the Future Award, Wills and Trusts, CALI, 2023

CALI Excellence for the Future Award, E-Discovery, CALI, 2022

CALI Excellence for the Future Award, Criminal Law, CALI, 2021

CALI Excellence for the Future Award, Legal Research, CALI, 2020

CALI Excellence for the Future Award, Torts I, CALI, 2020

Professional Affiliations

Cincinnati Bar Association

Civic Activities

St. Ursula Mock Trial Team, Advisor

Phi Betta Kappa

Presentations

"Employee Handbooks: Keeping Your Workplace on Track," Presenter, FBT Webinar, July 2023

Major Publications

"Issue 2 – Have Workplace Drug Policies Gone to Pot?," *Cincinnati Bar Association Report*, co-author, Issue 2, July 2024

Featured Articles

Fair Housing Basics for Owners: Handling Accommodation and Modification Requests

What You Can Do: Improving Access, Engagement, and Opportunity in the Transportation Sector

Reasonable Accommodations and Modifications for Tenants Under the Fair Housing Act

President Trump Revokes 60-Year-Old Executive Order Requiring Affirmative Action in Federal Government Contracting

DOL Issues Final Independent Contractor Rule

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