



Practice Areas

- Labor & Employment
- Healthcare
- Education
- Municipal & Public Entities
- Family Business
Succession Planning
- Cannabis

Education

- University at Buffalo Law School, J.D., 1997
- Cornell University, B.S., 1994

Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

Lindsey Helmer Hazelton

PARTNER

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Lindsey Helmer Hazelton is a partner in the Labor & Employment Practice. Ms. Hazelton represents both private and public-sector employers in all aspects of labor and employment law. She regularly counsels clients on a variety of employment issues, including discrimination and harassment, wage and overtime matters, hiring and termination strategies, employee discipline and leaves of absence, and defends employment litigation claims before state and federal agencies and in the courts.

Ms. Hazelton's practice also focuses on the representation of management, municipalities and school districts in labor matters, such as collective bargaining, contract management, grievance administration, labor arbitrations and unfair labor practice proceedings.

Ms. Hazelton is a frequent lecturer and also provides in-house training sessions to clients on various labor and employment topics, including but not limited to:

- Avoiding and defending harassment claims
- Best practices for discipline and documentation
- Handling requests for leaves and accommodations
- Social media in the workplace
- Employment classifications and joint employer issues

Representative Matters

- Successfully defended various employers and obtained "No Probable Cause" findings and summary judgment in numerous employment discrimination and retaliation claims filed with state and federal administrative agencies and in federal district courts.
- Obtained a jury verdict in favor of an employer in a national origin discrimination, harassment and retaliation suit brought by a former employee. (U.S. District Court, Southern District of New York).
- Obtained a jury verdict following a two week trial in favor of a public employer and four individually named defendants in a First Amendment retaliation suit brought by a former employee. (U.S. District Court, Northern District of New York).
- Obtained a jury verdict in favor of an employer and an alleged joint employer on sexual harassment and retaliation claims brought against the company president. (U.S. District Court, Northern District of New York).

- Assisted employers in responding to investigative audits initiated by various state and federal agencies, including the United States and New York State Departments of Labor, OSHA and the IRS.

Professional Credentials

- Member, Onondaga County Bar Association
- Member, New York State Bar Association, Labor and Employment Section
- Member, American Bar Association, Labor and Employment Section, EEO Committee
- Member, Enable, Community Relations & Development Committee
- Alumni Admissions Ambassador, Cornell University
- Trustee, Crouse Health Foundation
- Member, Junior League of Syracuse
- Member, Management Advocates for School Labor Affairs
- Member, University Risk Management Insurance Association (URMIA)
- Past Member, Cornell Alumni Association of Central New York, Board of Directors
- Past Member, Enable, Board of Directors

Honors & Recognitions

- Selected, *The Best Lawyers in America* (2019-2021)
- Selected, New York – Upstate, *Super Lawyers* (2019, 2020)
- Recipient, 2010 Jerredith Wilson Volunteer Recognition Award, 2010
- Recipient, Syracuse 40 Under 40 Award, 2009

Press & Publications

News

- 17 Hancock Estabrook Attorneys Selected to The Best Lawyers In America 2020
- Lindsey Hazelton Interviewed on the Affordable Care Act in NNY Business Magazine

Publications

- Labor & Employment Law Alert: NYS Issues Guidance Expanding Employer Obligations For Paid COVID-19 Sick Leave
- Labor & Employment Law Alert: New York Issues Proposed Regulations for Paid Sick Leave
- Labor & Employment Law Alert: New York State Budget Creates New Paid Sick Leave Program
- Labor & Employment Law Alert: New York State Requires Employers to Provide Face Coverings for Employees Who Directly Interact With the Public During COVID-19
- Labor & Employment Law Alert: USDOL Issues Temporary Regulations Implementing the Families First Coronavirus Response Act
- Labor & Employment Law Alert: New York State Health Department Issues Protocols for Essential Personnel to Return to Work Following COVID-19 Exposure or Infection

- Labor & Employment Law Alert: USDOL Issues New Emergency Leave Poster
- Labor & Employment Law Alert: The Families First Coronavirus Response Act
- Labor & Employment Law Alert: New York State and Federal COVID-19 Paid Leave Requirements
- Labor & Employment Law Alert: Exemptions to the Governor’s Workforce Density Restrictions

Speaking Engagements

- ALFA International Labor & Employment Lunch and Learn
- Labor & Employment Law Webinar: 2021 – It’s a New Year! But now what?
- COVID-19 Employment Law Changes and Strategic Planning 2021
- Business Tactics: COVID-19 & The Workplace
- Webinar: Guidance for Business Owners: Addressing Changes Due to COVID-19
- Hancock Estabrook’s 15th Annual Labor & Employment Symposium
- Labor & Employment Breakfast Club, “Best Practices: Maximizing the Use of Background Checks Before and During Employment”
- Hancock Estabrook 14th Annual Labor & Employment Law Symposium
- Labor & Employment Breakfast Club, “Managing Employee Leave and Attendance Issues”
- Hancock Estabrook’s 13th Annual Labor & Employment Law Symposium
- Hancock Estabrook 12th Annual Labor & Employment Law Symposium
- Labor & Employment Breakfast Club, “Employment Myths and Misconceptions: Top 10 Pitfalls for HR Professionals”
- Hancock Estabrook Third Annual Advisors to Small Business Symposium
- Labor & Employment Breakfast Club, “Guidelines for Accommodating Pregnant Employees in the Wake of Young v. UPS and Recent EEOC Guidance”
- U.S. Small Business Administration’s Operation: Start Up & Grow Veteran Business Conference, “Ask the Attorneys Panel”
- Hancock Estabrook’s 10th Annual Labor & Employment Law Symposium
- Hancock Estabrook Second Annual Advisors to Small Business Symposium
- Hancock Estabrook’s Annual Advisors to Small Business Symposium 2013
- Hancock Estabrook Eighth Annual Labor & Employment Law Symposium

Reported Decisions

United States Court of Appeals

- *Smith et. al. v. New Venture Gear, Inc. and DaimlerChrysler Corp.*, 320 Fed. Appx. 33, 2009 U.S. App. LEXIS 5991; 319 Fed. Appx. 52, 2009 U.S. App. LEXIS 4950 (U.S. Court of Appeals, Second Circuit, 2009) (Affirming summary judgment granted in favor of employer in multiple plaintiff alleged race and sex discrimination/harassment/retaliation cases.)
- *Carter v. New Venture Gear, Inc. and DaimlerChrysler Corp.*, 310 Fed. Appx. 454, 2009 U.S. App. LEXIS 3237 (U.S. Court of Appeals, Second Circuit, 2009) (Affirming summary judgment granted in favor of employer in alleged race and sex

discrimination/harassment case.)

United States District Court

- *Mousaw v. County of St. Lawrence*, 2010 WL 3081424 (U.S. District Court, Northern District of New York, 2010) (Granting county's motion to dismiss all federal claims brought by former employee alleging various First Amendment and other constitutional violations.)
- *Ferguson v. New Venture Gear, Inc. et al.*, 2009 WL 2823892 (U.S. District Court, Northern District of New York, 2009) (Granting summary judgment in favor of employer in alleged race discrimination/retaliation suit brought by two former employees.)
- *Lee v. City of Syracuse et al.*, 603 F.Supp.2d 417 (U.S. District Court, Northern District of New York, 2009) (Granting summary judgment in favor of individual defendant in alleged sexual harassment suit.)
- *Smith v. New Venture Gear, Inc. and DaimlerChrysler Corp.*, 2008 U.S. Dist. LEXIS 4468, 2007 U.S. Dist. LEXIS 72945 (U.S. District Court, Northern District of New York, 2008) (Granting summary judgment in favor of employer in multiple plaintiff alleged race and sex discrimination/harassment/retaliation cases.)
- *Carter v. New Venture Gear, Inc. and DaimlerChrysler Corp.*, 2007 U.S. Dist. LEXIS 71695 (U.S. District Court, Northern District of New York, 2007) (Granting summary judgment in favor of employer in alleged race and sex discrimination/harassment case.)