

Elizabeth T. Johnston

Associate

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Liz helps clients find practical solutions for employment-related needs while navigating the evolving legal landscape.

Working with clients from a diverse range of industries and sizes, Liz takes a tailored approach to helping businesses handle workforce matters, achieve legal compliance, and reach organizational goals. As part of Liz's broad employment practice, she counsels clients on:

- wage and hour issues;
- harassment, discrimination, whistleblowing, and retaliation claims;
- employee leave (FMLA, ADA, paid leave programs, workers' compensation);
- reasonable accommodations;
- diversity, equity, and inclusion programs;
- pay equity;
- investigations;
- hiring and termination practices;
- employee performance matters; and
- employment agreements and restrictive covenants.

Liz also prepares and advises on employee handbooks and policies, and she provides supervisor and employee training. For matters that proceed to litigation, Liz advocates for clients in state and federal courts, as well as before administrative agencies such as the Maine Human Rights Commission and Equal Employment Opportunity Commission.

Liz also maintains an active investigations practice, both performing and advising on investigations addressing a variety of workplace matters. Liz also advises on Title IX investigations and compliance, and she has been trained through ATIXA on Title IX investigations for higher education institutions.

After law school, Liz clerked for the Honorable Andrew M. Mead of the Maine Supreme Judicial Court, where she gained invaluable insight into the litigation

Services/Industries

- Employment & Labor
- Workplace & Title IX Investigations
- Higher Education
- Food & Beverage

process from a judicial perspective. During law school, Liz served as a Bernstein Fellow at the Maine District Court and a judicial extern to the Honorable Kermit Lipez of the United States Court of Appeals for the First Circuit.

Liz lives in South Portland with her family. When she's not at the office, Liz enjoys running, cycling, experimenting with new recipes, and exploring Maine's outdoors.

Education

- University of Maine School of Law (J.D., *summa cum laude*)
 - Technical Editor, Maine Law Review
 - Teaching Assistant, Legal Writing Department
 - Faculty Significant Achievement Award
 - Pro Bono Publico Award
- University of Maine (B.A., *summa cum laude*)
 - With Highest Honors

Public Service

- Board, Maine State Bar Association New Lawyers Section
 - Chair, Maine State Bar Association New Lawyers Section (2021)
- NLS Representative, Maine State Bar Association Board of Governors (2022)
- Former Member, Junior League of Portland, ME

Bar Admissions

- Maine

Memberships

- Maine Trial Lawyers Association
- Maine State Bar Association
- American Bar Association

Honors

- Listed in *The Best Lawyers in America: Ones to Watch*® under Labor and Employment Law – Management in Portland, Maine
- Named *New England Super Lawyers*® Rising Stars list under Employment & Labor

To learn more about third-party ratings and rankings, and the selection processes used for inclusion, [click here](#).

Clerkships

- Maine Supreme Judicial Court

Court and Other Admissions

- U.S. District Court for the District of Maine
- U.S. Court of Appeals for the First Circuit