

# Diana Hawkins Givand

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641 Briggs Street, Columbus, OH 43206 • (330) 770-4430 • diana.givand@dinsmore.com

## LEGAL EXPERIENCE

### **DINSMORE & SHOHL, LLP, Columbus, OH**

*Associate* (January 2015 - present)

- Practice in the areas of labor and employment litigation and counseling, as well as business litigation
- Regularly represent and counsel clients with respect to day to day business, personnel, and human resources issues, as well as Title VII, FMLA, FLSA, ADA, ADEA and related state law, across numerous industries
- Assist clients in achieving business objectives through proper drafting and implementation of key contracts, employment agreements, handbook policies, workplace procedures, and supervisor training
- Work with in-house counsel and HR departments to develop and implement best practices and procedures
- Represent clients through all phases of litigation, including pre-litigation counseling and avoidance
- Regularly appear before state and federal courts as well as administrative agencies including EEOC, NLRB
- Specific first chair experience representing clients before the AAA, FMCS, ODJFS, OCRC, and several state courts including the Fifth District Court of Appeals

### **FISHER & PHILLIPS, LLP, Columbus, OH**

*Associate* (March 2013 - December 2014)

- Practice in the areas of management-side labor and employment litigation and counseling, including workers' compensation matters
- Regularly represent clients before state and federal courts and administrative bodies, including ODJFS and OCRC
- Specific experience handling agency charges of discrimination across the country for a large, national client
- Counsel clients on day to day personnel and human resources issues, as well as Title VII, FMLA, FLSA, ADA, ADEA and related state law
- Manage all aspects of litigation, from discovery through trial preparation and post-hearing/post-trial appeals

### **BENESCH FRIEDLANDER COPLAN & ARONOFF, Columbus, OH**

*Associate* (September 2010-March 2013)

*Summer Associate* (May 2008-August 2008)

- Practice in the areas of complex business, commercial, and labor and employment litigation with experience handling a variety of disputes in numerous industries and areas of law
- Prosecute and defend trade secret and non-compete matters, as well as general contract disputes
- Appear before state and federal courts and administrative bodies for pretrial, damages, and evidentiary hearings, as well as mediation, arbitration, and trial
- Specific second chair experience representing client before FMCS in labor arbitration

### **UNITED STATES DISTRICT COURT for the SOUTHERN DISTRICT OF OHIO, Columbus, OH**

*Law Clerk to the Honorable John D. Holschuh, District Judge* (August 2009-September 2010)

- Drafted memoranda and made recommendations regarding pretrial conferences, supervised release revocation
- Conducted research and drafted opinions on dispositive and evidentiary motions including those made in limine, to dismiss, to strike, for summary judgment, and for reconsideration
- Attended sentencing hearings, civil pretrials, civil and criminal trials, and other proceedings before the Court

## ADDITIONAL EXPERIENCE

### **CAPITAL UNIVERSITY LAW SCHOOL, Columbus, OH**

*Teaching Assistant to Professor Stacey Blasko, Legal Research and Writing* (August 2007 - May 2009)

### **MAHONING COUNTY COURT OF COMMON PLEAS, Youngstown, OH**

*Assignment Officer* (September 2005 - August 2006)

## BAR AND COURT ADMISSIONS

- STATE OF OHIO
- U.S. COURT OF APPEALS FOR THE SIXTH CIRCUIT
- U.S. DISTRICT COURT, SOUTHERN AND NORTHERN DISTRICTS OF OHIO

## EDUCATION

### **CAPITAL UNIVERSITY LAW SCHOOL**, Columbus, OH

*Juris Doctor, summa cum laude* (May 2009)

- GPA: 3.859 Class Rank: 4/193
- Order of Barristers, Order of the Curia
- Capital University Law Review, Associate Articles & Business Editor (2008-09); Staff Member (2007-08)
- Philip J. Fulton Law Office National Moot Court Team, Best Oral Advocate, Preliminary Rounds (Fall 2008)
- Philip J. Fulton Excellence in Oral Advocacy Award, Best Oral Advocate (2008)
- First Year Moot Court Competition (2007): Sweet 16 round
- Presidential Merit Scholarship
- Dean's Excellence Award
- CALI Award for Excellence in Torts, Legal Writing, Civil Procedure: Rules, Civil Procedure: Jurisdiction, Interviewing and Counseling, Appellate Advocacy, and Dispute Resolution

### **THE OHIO STATE UNIVERSITY**, Columbus, OH

*Bachelor of Arts, summa cum laude, in Criminology and Political Science* (June 2005)

- With honors in the College of Arts and Sciences, GPA: 3.92
- Phi Beta Kappa National Honor Society
- Golden Key International Honor Society

## PROFESSIONAL ASSOCIATIONS

Ohio State Bar Association, member (2009-present)

Women Lawyers of Franklin County, member (2009-present)

Ohio Women's Bar Association, member (2010-present); Leading With Style Planning Committee (October 2011)

Columbus Bar Association, member (2010-present)

Columbus Young Professionals Club, member (2010-present)

International Association of Defense Counsel, Trial Academy Alumni Network (2011)

## COMMUNITY SERVICE & INTERESTS

Human Rights Campaign, Columbus Annual Gala volunteer assistant Program Book Coordinator (2017)

Capital University Law School, Career Advantage Program speaker, Labor and Employment Practice (2016-2017)

Leukemia & Lymphoma Society Man and Woman of the Year Campaign, volunteer/team member (2015)

Run Away with Cirque du Soleil at the Springs Preserve 5K, Las Vegas, NV (March 2011)

Team in Training with the Leukemia & Lymphoma Society (November 2009-April 2010)

Nashville Country Music Half Marathon (April 2010)

Big Brothers Big Sisters of Central Ohio, Mentor (January 2010-2013)

Americorps\* volunteer, Columbus Housing Partnership (April 2005-September 2005)

Special Olympics Ohio, State Summer Games at The Ohio State University, volunteer (2004-2005)

Adopt-A-School tutoring at Indianola Middle School, Columbus, Ohio (2002-2004)