



## BONNIE L. KRISTAN

Partner

Cleveland

440.740.2150

440.838.8805

### Service Focus

- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials
- Workers' Compensation and Unemployment Cost Management
- Workplace Safety

### Industry Focus

- Retail

## OVERVIEW

Bonnie Kristan brings over 25 years of experience defending private and public employers in various areas of employment law in state and federal courts. She provides strategic advice and practical solutions to clients on all areas of employment law, with an emphasis on workers' compensation, harassment and discrimination, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) the Occupational Health and Safety Act (OSHA). In addition, she is a frequent speaker on a wide range of employment law topics before human resources professionals and other business groups.

Before joining Fisher Phillips, Bonnie was a shareholder for a global labor and employment law firm where she focused on discrimination and harassment, leaves of absence and disability accommodation, workers' compensation, and occupational safety and health matters.

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## Credentials

## Education

- University of Pittsburgh School of Law, J.D., 1998
- Miami University, B.A./B.S., 1993

## Bar Admissions

- Ohio

## Court Admissions

- U.S. District Court for the Northern District of Ohio
  - U.S. District Court for the Southern District of Ohio
  - U.S. District Court for the Middle District of North Carolina
  - U.S. District Court for the Eastern District of Michigan
  - U.S. District Court for the Southern District of Indiana
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## Recognitions

- Recognized in *The Best Lawyers in America* (2018-2024;2026)
  - Recognized in *Ohio Super Lawyers*, Rising Star (2005-2006, 2009)
  - Recipient, Law Fellows Scholarship
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## Affiliations

### Professional Activities

- Member, Ohio State Bar Association

- Member and past Chair, Workers' Compensation Section, Cleveland Metropolitan Bar Association
- The Cleveland Employment American Inn of Court
- Former Legislative Chair, Medina County Society for Human Resource Management

### **Community Activities**

- Board Member, Diversity Center of Northeast Ohio

## **INSIGHTS**

**Insights**

**Sep 5, 2025**

Appeals Court Limits Title VII Liability for Non-Employee Conduct: Key Takeaways for Employers

**Insights**

**May 13, 2024**

Do Your Contractors Carry Workers' Compensation Coverage? How It Can Impact Your Policy and 5 Ways to Prepare for Insurance Audits and Disputes

**News**

**Apr 17, 2024**

Media Outlets Cover the Arrival of Partner Bonnie Kristan in Cleveland

**News**

**Apr 16, 2024**

Fisher Phillips Welcomes Leading Employment and Workplace Safety Lawyer