



## MELODY L. RAYL

Partner

Kansas City

816.460.0201

816.842.8767

### Service Focus

- Counseling and Advice
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials

### Industry Focus

- Education
- Energy

## OVERVIEW

As a partner in the Kansas City office, Melody Rayl zealously advocates for private and public-sector employers in all aspects of employment related litigation. When litigation occurs, Melody works with employers to develop an appropriate litigation strategy to address the unique nuances of each situation. She has successfully defended clients in individual discrimination, harassment and retaliation litigation, as well as collective action wage and hour disputes, from inception through resolution before state and federal courts and administrative agencies. Melody also regularly advises and counsels her clients through difficult situations and provides training to supervisory and management level personnel on a variety of employment related topics.

Prior to engaging in the practice of law, Melody served 6 years on active duty in the U.S. Army and 20 years as a law enforcement officer in a variety of roles. She also spent one year as an international police advisor in post-war Bosnia, during which time she supervised the Internal Affairs Investigation Unit responsible for investigating allegations of police brutality. Melody's background provides her with a unique ability to assist both private and public-sector clients in effectively investigating claims of discrimination and harassment.

---

## Credentials

## Education

- University of Missouri-Kansas City School of Law, J.D., summa cum laude, 2007
- Washburn University, Masters, Criminal Justice, 2003
- Park College, B.A., Criminal Justice, 1998

## Bar Admissions

- Kansas
- Missouri

## Court Admissions

- U.S. Court of Appeals for the Tenth Circuit
  - U.S. District Court for the District of Kansas
  - U.S. District Court for the Eastern District of Michigan
  - U.S. District Court for the Eastern District of Missouri
  - U.S. District Court for the Eastern District of Oklahoma
  - U.S. District Court for the Northern District of Oklahoma
  - U.S. District Court for the Western District of Missouri
- 

## Recognitions

- *Chambers USA*, Labor and Employment (2024-2025)

- Recognized in *The Best Lawyers in America* (2021-2026)
  - Missouri and Kansas *Super Lawyers Rising Star* (2011-2016)
- 

## Affiliations

### Professional Activities

- Member, American Bar Association
- Member, Missouri Bar Association
- Member, Kansas Bar Association
- Member, Kansas City Metropolitan Bar Association

### Community Activities

- Board of Trustees, Johnson County Community College (2023 - Present)

## INSIGHTS

Event	Oct 30, 2025
2025 Mo-Kan Labor and Employment Seminar	

News	Jun 5, 2025
Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA	

Event	Oct 11, 2024
2024 Midwest Labor and Employment Seminar	

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

Workplace Law Update: 10 Essential Items on Your February To-Do List

FP Super Bowl Predictions! (And Some Workplace Advice for Employers While We're At It)