

Melody L. Rayl

Partner

Kansas City

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f: 816.842.8767

Email



Service Focus

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

Industry Focus

- Education
- Energy
- Higher Education

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

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

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

- Recognized in *The Best Lawyers in America* (2021 - 2024)
- 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

02/02/24

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

Steven M. Bernstein, Amanda M. Blair, Risa B. Boerner, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Matthew Carpenter, Patrick J. Collopy, Tami Essis Culkar, J. Micah Dickie, Benjamin M. Ebbink, Anthony Isola, Sean Kingston, Casandra Ozcimder, Abby Harrington Putzulu, Melody L. Rayl, Julia A. Sherwood, Andrew J. Sommer, Sharon Suh, Henry Thomson-Smith, J. Hagood Tighe, David Witkin, Annie Ziesing

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INSIGHTS

02/01/24

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

Matthew Carpenter, Melody L. Rayl, Julia A. Sherwood, David Witkin

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INSIGHTS

12/13/23

The Unseen Roadblock to Academic Achievement: 5 Ways to Mitigate the Impact of Anxiety Disorders on Student Success

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NEWS

12/08/23

Kansas City Partner Discusses How an Employee Can Sue Public-Sector Union Over Dues Requirement

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EVENT

10/20/23

2023 Midwest Labor and Employment Seminar

James R. Holland II, Melody L. Rayl, Samantha J. Monsees, Lauren M. Sobaski, Laura Bailey Brown

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EVENT

10/28/22

2022 Midwest Labor & Employment Seminar

James R. Holland II, Melody L. Rayl, Laura Bailey Brown, Samantha J. Monsees, Lauren M. Sobaski

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2021 Midwest Labor & Employment Law Seminar

Lauren M. Sobaski, Melody L. Rayl, Laura Bailey Brown, Samantha J. Monsees

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Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America®

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Kansas City Partner Discloses Five Ways Employers Can Guard Against Retaliation Claims

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Learning Through The Haze: Accommodating Medical Marijuana In The School Setting

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