



JOSEPH C. PETTYGROVE, PARTNER

Joe leads the firm's Employment Law Practice. He learned both client service and "workplace psychology" from his grandfather, uncles, and parents at an early age, as he grew up amidst a Hoosier family grocery business with a workforce of several hundred. That same experience gave Joe a special appreciation for the stress that employers and their managers confront when navigating the many different legal challenges posed by under-performing, ill, sad, angry, or other "challenging" employees. In his law practice, Joe has a particular passion for counseling employers through sensitive workplace investigations, employee medical issues, theft and embezzlement, workplace violence, and other employment challenges. He works with family- and other privately-owned businesses, non-profits, municipalities, and education clients where he both develops policies and practices and is their employment law "problem solver" on delicate employee matters. He counsels on all phases of the employment relationship, from recruiting and hire all the way through termination and unemployment claims. Joe regularly trains clients' HR and supervisory teams on compliance issues and assists in personnel policy/process development, reorganizations, and reductions in force.

Joe also litigates the full spectrum of employment-law issues and has handled hundreds of cases before state and federal trial courts (both inside and outside Indiana), the EEOC, Indiana Civil Rights Commission, and other state, federal, and local agencies. Joe has defended discrimination claims of nearly every stripe, including those under the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), Title VII, and the Age Discrimination in Employment Act (ADEA). He has also litigated restrictive covenants in employment, Fair Labor Standards Act (FLSA)_claims, wage payment claims, and wrongful discharge actions. He is admitted to practice before the U.S. Court of Appeals for the Second, Third, and Seventh Circuits as well as the U.S. District Courts for the Northern and Southern Districts of Indiana and all Indiana state courts. He has been recognized as a Rising

CONTACT INFORMATION

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EDUCATION

*Indiana University McKinney School of Law,
Indianapolis, Indiana 2005 J.D.*

Honors: Magna Cum Laude

Ball State University, 2002 B.S.

Honors: Summa Cum Laude

BAR ADMISSIONS

Indiana, 2005

U.S. District Court Northern District of Indiana

U.S. District Court Southern District of Indiana

U.S. Court of Appeals 2nd Circuit

U.S. Court of Appeals 7th Circuit



U.S. Court of Appeals 3rd Circuit

PRACTICE AREAS

Business Litigation

Employment Litigation

Star by Indiana Super Lawyers every year since 2013.

Joe grew up in Hamilton County and graduated from Cathedral High School in Indianapolis. He and his family reside in Westfield and are parishioners at St. Louis de Montfort in Fishers, where Joe also serves as a member of the School Advisory Council. He is also a member of the Board of Directors of Heritage Place of Indianapolis, Inc., a non-profit dedicated to providing home- and center-based services to area seniors.

PROFESSIONAL ASSOCIATIONS

- American Bar Association
- Indianapolis Bar Association

HONOR AND AWARDS

- Indiana Super Lawyers – Rising Star, Employment and Labor, 2013-2017
- Indiana University School of Law – Indianapolis, Academic Scholarship
- Phillip Correll Scholarship
- McPhee-Waterman Award

PRESENTATIONS

- **In legal gray area, social media use may impact work life**
Interview with the Indiana Lawyer, 2017
- **Understanding Serious Health Conditions Under FMLA**
Lorman Education Webinar, 2017
- **Protecting Jobs From Protective Orders**
Interview with The Indiana Lawyer, 2015
- **Kosciusko Human Resources Association**
Spring Training Multiple Topics, 2015-2017
- **Proving “Just Cause”: Preparing to Successfully Protect Employees’ Unemployment Claims Before and After Discharge**
20th Annual Indiana Chamber Employment Law Seminar, Indianapolis, 2014
- **Employment Law Seminar**
Indiana Chamber of Commerce, 2013
- **Recent Developments in Employment Law**
Indiana Continuing Legal Education Form, 2011
- **Management’s Responsibilities Under EEO Law**
Indiana Association for Persons in Supported Employment Annual State Conference, 2011
- **The FMLA From A-Z: In Brief Form**
2010
- **Conducting Workplace Harassment Investigations**
2010
- **M. Lee Smith FMLA Master Class**
Indianapolis, 2006, 2007, 2009, 2012, 2013, 2014, and 2017



PUBLISHED ARTICLES

- ***The Supervisor's Handbook***
Editor, Indiana Chamber of Commerce, 2nd Edition, 2014
- **Alcohol and Other Drugs in the Workplace**
Editor, Chapter 23, *Indiana Employment Law Handbook*, Indiana Chamber of Commerce (9th-11th Ed.), 2012-2017
- **Indiana Anti-Discrimination Laws**
PLC Multistate Guides, Practical Law Company, 2012-2016
- **New Indiana Criminal Records Law Could Affect Hiring Process**
XpertHR.com, 2013
- **Using Attendance Policies to Minimize Chronic Absenteeism at Work**
HRHero.com, 2011
- **Yes, No and Maybe: The Implications of a Federal Circuit Court Split Over Union-Friendly State and Local Neutrality Laws**
23 Labor Lawyer 121, 2007
- **Por que no habla usted ingles? Can You Institute an "English-only" Rule?**
HR Insight, Vol. 4, No. 3, July 2007
- **Canyons, Castles & Controversies: A Comparison of Preservation Laws in the United States and Ireland**
4 Regent K. Int'l L. 47, 2006
- **Indiana Employment Law Letter**
Contributing Author, 2005-13