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Baylee D. Kalmbach earned her J.D. from the University of Cincinnati College of Law in May 2023. Baylee is licensed to practice law in the State of Ohio and in the Southern District of Ohio. She previously worked as a Litigation Fellow for the Ohio Innocence Project and externed with the Honorable Michael R. Barrett in the Southern District of Ohio. Baylee is a member of the Cincinnati, Ohio and National Employment Lawyers Associations as well as the Cincinnati and Federal Bar Associations.

LEGAL CAREER

Associate, Freking Myers & Reul LLC

AREAS OF PRACTICE

Employment Law

EDUCATION

J.D., University of Cincinnati College of Law, *cum laude*

B.A., University of Toledo, *summa cum laude* and departmental honors

PROFESSIONAL ASSOCIATIONS AND COMMUNITY INVOLVEMENT

Cincinnati Bar Association

Federal Bar Association

National Employment Lawyers Association

Ohio Employment Lawyers Association

Cincinnati Employment Lawyers Association

LICENSES

State of Ohio

United States District Court for the Southern District of Ohio

PUBLICATIONS

A COVID Silver Lining? How Telework May Be a Reasonable Accommodation After All, 90 U. Cin. L. Rev. (May 2022)

Same Tax, “New Rule”: What the 2022 Tax Rule Means for Workers with Side-Hustles, University of Cincinnati Law Review (February 2022)

League and Legal Consequences: Brian Flores’ Call for Transparency and Accountability in the NFL, University of Cincinnati Law Review (April 2022)

Disability Discrimination Law Applies to Medical Rationing Decisions: The Call for Emergency Planning in the ADA, University of Cincinnati Law Review (March 2022)

Who Calls the Shots? Divorced Parents and the Choice to Vaccinate Their Children Against COVID-19, University of Cincinnati Law Review (July 2022)

Do Criminal Suspects Have Reasonable Expectations of Privacy to Their Family Members’ DNA?, University of Cincinnati Law Review (June 2022)

The ADA Applies to Police Interrogations: A Framework for Accommodating and Protecting Accused Disabled People (publication forthcoming 2024)