



## Hilary K. Leighty

Senior Associate

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Hilary Leighty devotes her practice to a wide range of commercial, employment, and administrative litigation matters. Ms. Leighty has extensive experience representing employers in wage and hour claims, including class and collective action claims under the Fair Labor Standards Act and Indiana wage statutes and advising employers on employee classification issues. Ms. Leighty also has experience defending employers against discrimination and retaliation claims before the Equal Employment Opportunity Commission, Indiana Civil Rights Commission, and in federal courts. Ms. Leighty is also experienced in defending complaints against professional licenses. Additionally, Ms. Leighty has experience in compliance audits and assisted with the 2021 and 2022 follow-up audits of USA Gymnastics' compliance with the Daniels Report for the Protection of Young Athletes.

Prior to embarking on her legal career, Ms. Leighty worked in professional sales for both a Fortune 500 company and large journalism organization in the Washington, DC area. Ms. Leighty chairs the firm's Associates Committee and is a former coordinator for the firm's Summer Associate Program. Ms. Leighty is an active member of the Indianapolis community as a graduate of the Richard G. Lugar Excellence in Public Service Series and a member of the Indianapolis Bar Association's Women and the Law Division.

### Education

- J.D. in Legal Studies, Indiana University Robert H. McKinney School of Law, Indianapolis, Indiana, 2020
  - Full Tuition Merit-based Scholarship Recipient
  - Dean's List, Spring 2018 and 2019
  - Moot Court Society Order of the Barristers, 2018
  - Tutor, Dean's Tutorial Society
- B.S. in Marketing and Management, Indiana University, School of Business, Bloomington, Indiana, 2014
  - Minor: Political Science
  - Certificate in Professional Sales

### Bar & Court Admissions

- Indiana, 2020
- U.S. District Court for the Northern District of Indiana, 2020
- U.S. District Court for the Southern District of Indiana, 2020

### Certifications



- Legal Lean Sigma® White Belt

### **Practices**

- Litigation and Dispute Resolution
- Labor and Employment

### **Industries**

- Health Care

### **Professional Associations**

- Indiana State Bar Association, Member
- Indianapolis Bar Association - Women and the Law Division, Member

### **Awards & Recognitions**

- Indiana Super Lawyers Rising Stars, 2023-2026

### **Seminars & Presentations**

- Presenter, "Unsafe Building and Code Enforcement," Accelerate Indiana Municipalities & IMLA Municipal Law Seminar, June 24, 2022

### **Publications**

- Co-Author, "Recent Seventh Circuit Court of Appeals Opinion a Win for Employers in Fair Labor Standards Act Collective Actions", August 15, 2025
- Co-Author, "Return To Office Mandates Carry Discrimination Risks", Indiana Lawyer, March 12, 2025
- Co-Author, "Public Access Counselor Addresses Board's "Final Action" Under Indiana's Open Door Law," February 14, 2022