

# Joy Ellis

Principal, Office Managing Director

| Portland | (she/her)

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## Overview

Joy has decades of experience delivering practical employment-related advice, litigating labor and employment disputes, conducting workplace investigations and advising independent and public schools.

Joy advises and represents employers. She provides practical advice and counsel on a broad range of employment law issues. In addition to her advice practice, Joy defends employers in litigation. She has successfully handled BOLI, L&I and EEOC complaints, as well as defended lawsuits in Oregon and Washington's state and federal courts.

Joy conducts workplace investigations and has a reputation as a fair, prompt and thorough fact finder. She is a Certificate Holder (AWI-CH) with the Association of Workplace Investigators, a distinction earned by completing intensive training and assessment in the core principles of impartial workplace investigations.

A unique segment of Joy's practice involves advising and representing independent schools in virtually all aspects of their operations, including employment matters, educator misconduct, risk management, student and employee handbooks, student discipline, civil rights, enrollment contract and admission issues, education records and head of school contracts.

Joy is a frequent speaker on various employment and school law topics. She regularly conducts on-site training on preventing educator misconduct, maintaining a harassment-free workplace, implementing leave laws, complying with wage and hour laws and effective hiring and firing practices.

## Areas of Focus

- [Labor, Employment & Immigration](#)
- [Alternative Dispute Resolution](#)

- [Education](#)
- [Food & Beverage](#)
- [Labor & Employment Litigation](#)
- [Litigation](#)

## Admissions

- Oregon, 1995
- Washington, 1996
- U.S. District Court, District of Oregon, 1997
- U.S. District Court, Western District of Washington, 1996
- U.S. Court of Appeals for the 9th Circuit, 1998

## Education

- J.D., Lewis & Clark Law School (*magna cum laude*), 1995
- B.A., Yale University (*magna cum laude*), American Studies and Environmental Studies, 1991

## Honors & Recognitions

*Chambers USA* (Oregon), Leading Individual, Labor & Employment, 2022-present

- *The Best Lawyers in America*©
  - Education Law, 2026
  - Labor & Employment Litigation, Employment Law – Management and Labor Law – Management, 2013-present
- Oregon Super Lawyers list, Employment & Labor, 2025
- Martindale-Hubbell AV Preeminent rating
  - Bar Register of Preeminent Women Lawyers

## Professional Activities

- Association of Workplace Investigators, Certificate Holder (AWI-CH), Training Institute Graduate
- Foster Garvey, Managing Director of Portland Office, 2023-present
- Multnomah Bar Association, Member, 1995-present
  - Labor and Employment Law Section, Member, 1995-present
  - Litigation Section, Member, 1995-present
- Oregon State Bar, Member, 1995-present
- Washington State Bar, Member 1996-present

## News & Insights

## Blog Posts

[What Employment Law Changes Should We Expect From the Trump Administration? Ask the Magic 8 Ball](#)

[12.02.16](#)

[Tipping the Scales: Restaurants' "Service-Included" Trend Is Not for Everyone](#)

[06.08.16](#)

[Nothing to Sneeze About: Oregon State-Wide Paid Sick Leave Bill is Now Law](#)

[06.24.15](#)

[Increases to Minimum Wage by West Coast States are on the Up and Up](#)

[10.02.13](#)

[Tip Pooling Update: Restaurant Associations' Lawsuit Prevails Against DOL Regulations](#)

[06.10.13](#)

[An Update on Tip Pooling](#)

[05.17.13](#)

[Portland's Paid Sick Leave Ordinance Passes!](#)

[03.14.13](#)

[Oregon House Passes Bill to Shield Bed Bug Data From Public Records Law](#)

[02.19.13](#)

[Portland's Proposed Paid Sick Leave Ordinance Makes Some Businesses Ill](#)

[11.02.12](#)

[Portland Hungers for its Food Carts](#)

[09.28.12](#)

[U.S. Department of Labor Now Restricts an Employer's Mandatory Tip Pooling Arrangement Even When Employer Does Not Take Tip Credit](#)

[06.01.12](#)

[Tax Fight Over Hotel Rooms Booked by Online Travel Companies Now Hits Close to Home](#)

[03.12.12](#)

## News

[Foster Garvey Recognized Among Nation's Top Firms in 2026 Chambers USA Guide: 34 Attorneys and 15 Practices Ranked](#)

[06.04.26](#)

[71 Foster Garvey Attorneys Recognized Among the 2026 Best Lawyers in America; Paul Trincherro Named 'Lawyer of the Year'](#)

[08.21.25](#)

[Six Attorneys Selected to 2025 Oregon Super Lawyers](#)

[07.22.25](#)

[Foster Garvey Recognized Among Nation's Top Firms in 2025 Chambers USA Guide; 26 Attorneys and 13 Practices Ranked](#)

[06.05.25](#)

[65 Foster Garvey Attorneys Selected to The Best Lawyers in America® 2025, Three Named 'Lawyer of the Year'](#)

[08.15.24](#)

[Foster Garvey Recognized Among Nation's Top Firms in 2024 Chambers USA Guide; 20 Attorneys and 10 Practices Ranked](#)

[06.06.24](#)

[57 Foster Garvey Attorneys Recognized Among the 2024 Best Lawyers in America; Two Portland Attorneys Named 'Lawyer of the Year'](#)

[08.17.23](#)

[Foster Garvey Receives Honors in 2023 Chambers USA Guide; 21 Attorneys and 10 Practices Featured](#)

[06.01.23](#)

[45 Foster Garvey Attorneys Recognized Among The Best Lawyers In America®](#)

[08.18.22](#)

[Foster Garvey Recognized Among Nation's Leading Law Firms in 2022 Chambers USA Guide; 21 Attorneys and 10 Practices Featured](#)

[06.01.22](#)

[38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch](#)

[08.19.21](#)

[43 Attorneys Named 2021 Best Lawyers in America; 10 Named Best Lawyers: Ones to Watch](#)

[08.20.20](#)

[50 Foster Garvey Attorneys Named 2020 Best Lawyers in America](#)

[08.15.19](#)

[Joy Ellis and Bob Weaver's Investigation Into Portland Public Schools' Mishandling of Educator Misconduct Cited in U.S. News & World Report](#)

[05.11.18](#)

## Events

["Emerging Legal and Compliance Challenges & Opportunities," 2026 Northwest Association of Independent Schools \(NWAIS\) Business Officers Conference](#)

[04.21.26](#)

["Defensible Documentation and Discipline," Oregon Bureau of Labor & Industries \(BOLI\) 41st Annual Employment Law Conference](#)

[11.07.25](#)

["15 Common Mistakes You & Every Other Employer Are Making," WASBO 2025 Annual Conference](#)

[05.08.25](#)

["Reasonable Accommodations in the Workplace," Oregon Bureau of Labor & Industries \(BOLI\) 40th Annual Employment Law Conference](#)

[11.07.24](#)

["Workplace Accommodations," Policy to Practice Educational Series, Session 2](#)

[10.16.24](#)

WASBO 2024 Annual Conference

05.08-05.10.2024

“Effective Performance Management,” Oregon Bureau of Labor & Industries (BOLI) 39th Annual Employment Law Conference

11.02.23

WASBO 2023 Annual Conference

5.3.23 – 5.5.23

“Best Practices for Conducting an Investigation,” Oregon Bureau of Labor & Industries (BOLI) 38th Annual Employment Law Conference

11.10.22

“Sexual Harassment at Schools,” Washington's Council of School Attorneys (COSA)

06.15.22

“Defensible Discipline, Discharge and Documentation,” Oregon Bureau of Labor & Industries (BOLI) 37th Annual Employment Law Conference

11.05.21

“Flattening the Contract Learning Curve,” NWAIS Business Officers Conference

04.26.21

“Managing Employees Who Work From Home,” The Seminar Group 23rd Annual Labor & Employment Law Conference

08.28.20

“New Workplace Laws & Regulations in 2020,” Oregon Employers’ Forum

11.13.19

“Conducting the Hiring Process While Avoiding Legal Landmines,” Oregon Bureau of Labor & Industries (BOLI) 35th Annual Employment Law Conference

11.04.19

“FMLA, OFLA, ADA, ADEA, FMLA, FMLA, FMLA: The Dos, Don'ts, Hows and Whys of Protected Leave Laws,” Oregon Bureau of Labor & Industries (BOLI) 34th Annual Employment Law Conference

[11.02.18](#)

["Managing the Risks of a Growing Workforce," Advanced Small Business Management Program, Portland Community College](#)

[08.01.18](#)

["Managing the Risks of a Growing Workforce," Advanced Small Business Management Program, Portland Community College](#)

[08.02.17](#)

["Micro-Aggressions and Implicit Bias: Navigating the Fine Lines," NWEEO/Affirmative Action Association Panel Discussion](#)

[06.06.17](#)

["Minimizing the Risk of Educator Sexual Misconduct: What should schools be doing right now?" Northwest Association of Independent Schools \(NAIS\), 2016 Institutional Leadership Conference](#)

[11.07.16](#)

## Legal Alerts

[FFCRA Update: Recent Court Decision Striking Key Portions of the DOL's Final Rule May Impact Employers](#)

[08.12.20](#)

[Oregon's Minimum Wage - What Now?](#)

[03.03.16](#)

[Nothing to Sneeze About: Oregon State-Wide Paid Sick Leave Bill is Now Law](#)

[06.24.15](#)

[2013 January Labor and Employment Alert](#)

[02.01.13](#)

## Publications

[Oregon Sections for Employment Law Manual](#)

[09.09.21](#)

[Interviewing and Selecting Job Candidates: Oregon](#)

[04.19.12](#)

[Negligent Hiring: Oregon](#)

[04.19.12](#)

[Recruiting: Oregon](#)

[04.19.12](#)

[Terms of Employment: Oregon](#)

[04.19.12](#)

[Employment Offer: Oregon](#)

[04.12.12](#)

[Employee or Contractor? Congress Wants You to Get it Right](#)

[11.12.10](#)

## Connect with Joy

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