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Areas of Practice

Employment Advice &
Litigation

ERISA, Labor &
Employment

Education

University of California,
Hastings College of Law,
J.D., *magna cum laude*, 1995,
Order of the Coif

Boston University, B.S.,
summa cum laude, 1989

Bar & Court Admissions

Arizona

US District Court of
Arizona

US Court of Appeals,
Ninth Circuit

Elizabeth A. Schallop Call

Elizabeth A. Schallop Call is special counsel in the Phoenix office of Steptoe & Johnson LLP, where she is a member of the Labor and Employment group.

Employment Litigation and Counseling

Ms. Call represents employers in the defense of lawsuits alleging violations of employment discrimination statutes, contracts, and various common-law employment rights in federal and state courts, including class actions. Her litigation experience includes issues under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Employee Retirement Income Security Act, and various related state and federal statutory and common law claims.

Ms. Call is experienced in counseling management personnel on employment matters such as benefits, hiring, discipline, termination, investigation of complaints, and wage and hour issues.

Ms. Call also represents employers before the Equal Employment Opportunity Commission, the Department of Labor and other state and federal agencies in administrative matters involving discrimination charges, and wage and hour complaints.

OFCCP Practice

Ms. Call represents and assists employers on a national basis with Affirmative Action issues, and all aspects of compliance reviews and negotiations before the Office of Federal Contract Compliance. Ms. Call is experienced in counseling employers in a broad range of industries on affirmative action compliance and strategies, including the preparation of affirmative action plans and reporting obligations required by federal, state and local laws.

Select Seminars & Events

Annual Employment Law Update, February 17, 2011, (*A Steptoe-Sponsored Event*)

Annual Employment Law Update: What In-House Counsel and HR Executives Need to Know, March 2, 2010, (*A Steptoe-Sponsored Event*)

Employment Law Seminar, December 8, 2009, (*A Steptoe-Sponsored Event*)

Considerations Before Handing Out The Pink Slip, Arizona Affirmative Action Association,, April 28, 2009

When Difficult Times Call For Drastic Measures - Reducing Your Workforce While Minimizing Risk, February 26, 2009, (*A Steptoe-Sponsored Event*)

Elizabeth A. Schallop Call

It's Cold and Flu Season - Are These Disabilities Under the New ADAAA?,
December 11, 2008, *(A Steptoe-Sponsored Event)*

Selected Publications

ALERT: Arizona Employers In Haze About Effects Of Medical Marijuana In
The Workplace
January 3, 2011

When Difficult Times Call For Drastic Measures - Reducing Your Workforce
While Minimizing Risk
Live Audio Stream
February 26, 2009

When Difficult Times Call for Drastic Measures - Reducing Your Workforce
While Minimizing Risk
Written Material
February 26, 2009

Ledbetter Act Opens Door For More Pay Discrimination Claims
February 2, 2009

The Americans With Disabilities Act Amendments Act - What Does It Do?
December 11, 2008

Arizona Trial Handbook
1997

Arizona Chamber of Commerce Guide to Arizona & Federal Employment Law
1996

Professional Affiliations

Arizona State Bar, 1995

Legal Counsel, Arizona Affirmative Action Association