

Lily M. Monfort

Associate

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Overview

Lily Monfort provides practical guidance to employers as they navigate workplace dynamics. Her legal advice allows companies to maintain smooth daily operations while managing complex employer-employee relationships. With the ability to quickly identify company culture and clearly communicate complex concepts, Lily helps employers craft strong employment agreements, develop effective company policies and facilitate human resources related activities. If facing adversity, Lily helps employers resolve complex allegations of discrimination, retaliation, harassment, and breach of contract, quickly and efficiently.

A proactive advisor and ardent defender, Lily draws upon her deep public sector foundation – advising at the National Science Foundation (NSF) as an Assistant General Counsel and as an employment litigator with the U.S. Department of Justice – to provide clients with practical, effective legal advice.

As a counselor to the NSF, Lily advised the organization on a full range of federal personnel and employee relations matters. In addition to daily employment advice, she proactively trained senior NSF officials on best practices for employee discipline, performance management, adverse actions and labor relations. She also worked closely with the agency's divisions to ensure compliance with all federal, state, and local employment laws in connection with reasonable accommodations as well as disability and leave matters.

As a seasoned litigator, Lily defended the NSF in federal personnel law disputes before the Merit Systems Protection Board (MSPB) and Equal Employment Opportunity Commission (EEOC) in addition to the Office of Special Counsel and before the National Labor Relations Board (NLRB) and the Federal Labor Relations Authority (FLRA). She is well versed in resolving whistleblower matters, allegations of sexual assault and harassment of all types, and Title VII and Title IX.

In addition to her time with the NSF, Lily spent over a dozen years working in the U.S. Department of Justice, Bureau of Alcohol, Tobacco, Firearms and Explosives Office (ATF). Serving as an Attorney Advisor and Acting Deputy Associate Chief Counsel, Lily handled countless employment-related administrative hearings and mediations before the EEOC and the MSPB. She also advised senior ATF officials on many other issues, including the Freedom of Information Act, Administrative Procedure Act, the Privacy Act of 1974 and Federal non-discrimination statutes.

Before attending law school, Lily began her career as a paralegal in the litigation groups of two respected, mid-sized law firms, assisting in all stages of complex business litigation.

Awards & Recognition

- ATF Office of Chief Counsel Gavel Award, 2023

News & Publications

Bar Admissions

- Massachusetts, pending
- District of Columbia

Court Admissions

- United States Supreme Court

Education

- Northeastern University, B.S., 2005
- University of Saint Thomas School of Law, J.D., 2011