GRSM50

GORDON REES SCULLY MANSUKHANI

YOUR 50 STATE LAW FIRM™

Hannah E. Engle

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RELATED SERVICES

- Employment

- Labor

- Employment Counseling & Transactional Due Diligence

- Government Investigations & Enforcement Defense
- Mobility & Gig Economy

OFFICES

- Denver

OVERVIEW

Hannah Engle is an Associate at the Denver office of GRSM and focuses her practice on employment, government investigations and enforcement defense, labor, mobility and gig economy, and employment counseling. Prior to joining GRSM, she honed her skills as a law clerk at the Utah Attorney General's Office's Litigation Division and interned at the Colorado State Personnel Board and a boutique employment and civil rights firm.

During her law school years, Hannah worked in the Business & Licensing Section at the Colorado Attorney General's Office. There, she gained hands-on experience in litigation involving licensing matters for various divisions of the Colorado Department of Regulatory Agencies (DORA), advisement of public boards and commissions, and state agency appellate practice. Hannah also developed practical alternative dispute resolution skills during law school through a mediation practicum that included

exposure to arbitration through the Colorado Better Business Bureau and facilitating mediation at the Adams County Small Claims Court.

Hannah also brings to the table over eight years of experience with the Denver Police Department's Records and Identification Unit. Her roles involved working with the National Crime Information Computer (NCIC) systems, the Colorado Bureau of Investigations information system (CCIC), the National Incident Based Reporting System (NIBRS), and state motor vehicle systems nationwide. This extensive public sector experience equips her with unique insights into state government and local law enforcement matters, along with a distinctive skill set for investigations using public records and processes.

Her practice spans across various forums, including private alternative dispute resolution, federal and state court, the Occupational Safety and Health Administration (OSHA), and the U.S. Equal Employment Opportunity Commission (EEOC). She frequently practices in corresponding state civil rights, labor, and occupational safety agencies in Colorado, New Mexico, and Wyoming. She has experience handling whistleblower, employment, housing, and public accommodation discrimination and retaliation claims under federal civil rights statutes such as 42 U.S.C. § 1981, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Federal Fair Housing Act (FFA), the Federal Railroad Safety Act (FRSA), and corresponding state statutes, such as the Colorado Anti-Discrimination Act (CADA), the Wyoming Fair Employment Act, and the New Mexico Human Rights Act. Since 2020, Hannah has achieved nearly two dozen favorable dismissals or determinations from administrative agencies on behalf of her clients. Hannah also defends her clients against employment torts and breach of contract claims.

In addition to serving private employers and entities, Hannah represents public entities and officials, handling claims implicating civil rights violations (including 42 U.S.C. § 1983 claims), constitutional overreach, and inter-state controversies. She also navigates issues of governmental immunity that often accompany such claims. Her experience includes defending unique public entities like a bi-state commission and its state-appointed commissioners. She advises her public entity clients on laws applicable to them, such as open meetings and open records acts.

Hannah leverages her experience and expertise to focus on effective case resolution both inside and outside the courtroom. She has experience in state and federal court, including initial and responsive pleadings, motion practice, and drafting and responding to discovery. As a trained mediator, she uses her skills to negotiate favorable outcomes for her clients. She provides both general and crisis advice throughout her client relationships and proactively addresses potential risk areas.

Hannah hails from Woodland Park, Colorado, obtained her undergraduate degree from Calvin University (formerly Calvin College) in Grand Rapids, Michigan, and attended law school at the University of Denver

Sturm College of Law.

CREDENTIALS

Admissions

- Colorado
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of New Mexico

Membership

- American Bar Association
- Faculty of Federal Advocates
- Denver Bar Association
- State Bar of Colorado
- Colorado Defense Lawyers Association

Education

- J.D., University of Denver Sturm College of Law
- B.A., Calvin College, French Language and Literature

Languages

- French
- American Sign Language