

*Elena T. Vetter is a member of Parsons Behle & Latimer's Employment Department. Elena advises clients on issues related to employment law, competition and complex commercial litigation. Elena's practice also includes First Amendment disputes.*



## Elena T. Vetter

Shareholder | Salt Lake City

### Biography

Elena defends employers in cases involving discrimination, harassment, civil rights, wage and overtime pay, and wrongful discharge claims arising under state and federal law, including claims involving the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA) and others. Elena also advises employers with compliance, helping them develop proactive, preventative employment policies.

Elena represents clients involved in complex business disputes and litigates claims arising out of breach of contract and contract interference, non-competition and non-solicitation agreements, and other competitive issues. Elena's experience also includes antitrust and intellectual property issues.

In her First Amendment practice, Elena assists organizations and individuals seeking to obtain public records and litigates records-access disputes arising under statutes like the Government Records Access and Management Act (GRAMA).

### Experience

#### **ADA Discrimination Defense**

Represented a Utah city regarding discrimination charges under the ADA and in retaliation for filing worker's compensation claims.

#### **Defended Client in Competitive Misconduct with Antitrust Issues**

Defended a pharmacy services client in allegations of competitive misconduct with antitrust issues.

### Contact information

801.536.6909

[evetter@parsonsbehle.com](mailto:evetter@parsonsbehle.com)

### Capabilities

Antitrust & Competition

Appeals

Business & Commercial Litigation

Employment & Labor

Executive Compensation & Employee Benefits

Employment Litigation

### Licensed/Admitted

Utah

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**FMLA and ADA Discrimination Defense**

Represented a large Intermountain region bank in two discrimination claims in U.S. District Court concerning FMLA and ADA.

**Nondisclosure, Nonsolicitation, Noncompetition Defense of Solar Sales Company**

Defending a solar sales company in several lawsuits in Utah state and federal courts and Texas state court for competitive claims including nonsolicitation, nondisclosure and noncompetition claims.

**Public Records Access Motion for Summary Judgment**

Parsons' client *The Salt Lake Tribune* asked for copies of officer interviews from the City of West Jordan, as part of a project assembling a database of Utah police involved shootings. The city [refused to release the records](#), and *The Tribune* challenged that access denial in an appeal to the district court. The court [issued a ruling](#) granting the *Tribune's* Motion for Summary Judgment and ordered West Jordan to turn over those records, with minimal redactions.

**Accomplishments****Professional**

Recognized by *Chambers USA*, Labor & Employment, 2025-2026

2022 Utah Business Magazine's Thirty Women to Watch Recipient

**Academic**

University of Utah S.J. Quinney College of Law

- Executive Articles Editor of the *Utah Law Review*
- Director of the Street Law Legal Clinic
- CALI Award for the highest grade in an advanced legal writing seminar and a law and biomedical sciences class
- William H. Leary Scholar

Emory University, B.A., summa cum laude, English and Sociology

- Minor in Economics

**Associations****Professional**

Judicial Clerk, Judge Ryan M. Harris, Utah Court of Appeals (2020)

**Articles**

"Employment Law Update," (December 21, 2022)

**Presentations**

Religion in the Workplace: Back in the Spotlight, April 8, 2025

Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

One Unlikely Rise, One Potential Demise: The Realities of Reverse Discrimination Claims and DE&I Initiatives in 2025, April 8, 2025

Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

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Quiz Game: Test Your Knowledge of Recent Legal Developments (October 23, 2024)

Parsons Behle & Latimer 2024 Idaho Employment Law Seminar

DEI: The Great American Discussion (May 14, 2024)

Parsons Behle & Latimer/SHRM 2024 Salt Lake City Employment Law Seminar

“Parsons Attorneys to Present at SHRM Annual Employment Update,” (February 14, 2023)  
Salt Lake SHRM

“Breaking HR Law News: Legislative and Regulatory Update,” (October 5, 2022)

Parsons Behle & Latimer 10th Annual Idaho Employment Law Seminar

“2022 Legislative and Regulatory Update,” (June 16, 2022)

34th Annual Parsons Behle & Latimer Employment Law Seminar

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