



Ariana E. Bernard

Counsel

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Ariana Bernard represents clients in complex commercial and employment litigation in state and federal courts across the country.

Ariana defends employers in a wide variety of employment cases. In addition to handling single plaintiff discrimination and harassment cases, she also regularly defends FLSA collective actions and wage and hour class actions. Additionally, her practice includes advising employers on employment contracts, severance agreements, and employee handbooks. Ariana also has gained extensive experience with non-compete and trade secret litigation and has assisted clients in obtaining restraining orders and preliminary injunctions.

She is also part of Tucker Ellis teams defending insurance carriers in complex insurance coverage litigation across the country, including class actions. In her litigation practice, Ariana assists with overall case strategy, including the design and coordination of offensive and defensive discovery tactics, motion practice, depositions, and alternative dispute resolution.

During college, Ariana honed her communications skills as station manager for The Ohio State University's Lantern TV. In interviewing high-profile personnel, covering major news events – including the 2016 Presidential Election – and producing daily and weekly television shows, she learned to manage tight deadlines, prioritize competing assignments, communicate and collaborate under pressure, and effectively speak to the public. She brings these important skills to her practice today, working efficiently and with determination to deliver her best work in every engagement.

In her free time, Ariana enjoys cheering on Cleveland/Ohio State sports teams, investigating the best food spots, and staying active with her corgi, Rambo.

Education

- The Ohio State University Moritz College of Law (J.D., 2020); Ohio State Business Law Journal, Staff Editor; Sports and Entertainment Law Association, Vice President; Lawrence Negotiation Competition, First Place
- The Ohio State University (B.A. in Journalism and Strategic Communication, magna cum laude, 2017); SPJ Mark of Excellence Awards: 2nd for Best All-Around TV Newscast and 3rd for Breaking News

State Admissions

- Ohio, 2020

Federal Admissions

- United States District Court, Northern District of Ohio
- United States District Court, Southern District of Ohio

Service Areas

- Business Litigation
- Labor & Employment
- Artificial Intelligence & Autonomous Vehicles
- Motor Vehicle Accident & Fleet Defense Litigation

Experience

- Served as counsel in a two-day preliminary injunction hearing in federal court in Ohio, successfully obtaining a preliminary injunction in a trade secrets case
- Obtained a temporary restraining order on behalf of a client against a former employee in a breach of non-compete and non-solicit agreement matter
- Succeeded in obtaining a wrongful death case dismissal on a motion to dismiss, based on novel procedural issues relating to statute of limitations, statute of repose, Ohio's savings statute, and federal and state procedure interaction

Publications & Events

SPEAKING ENGAGEMENTS

- “Workplace Social Media: What’s Not to Like?” Tucker Ellis 2025 In-House Counsel Summit Webinar (November 2025)
- “Rise of the Machines: Risks and Rewards of the Use of Artificial Intelligence (AI) in Employment,” 60th Annual Midwest Labor and Employment Law Institute, Ohio State Bar Association, Columbus, Ohio; Tucker Ellis In-House Counsel Summit (October 2023)
- “Best Hiring Practices: Navigating Changes in the Legal Landscape and Technology,” Hot Topics in Employment Law, Tucker Ellis LLP (April 2023)
- “Disability Inclusion,” Lorman Webinar (December 2022)

PUBLICATIONS

- “Return of Voluntary Self-Audits Under DOL’s PAID Program,” Tucker Ellis Client Alert (August 2025)
- “EEOC Issues Guidance for Use of AI in Employment Selection,” Tucker Ellis Client Alert (May 2023)
- “Rise of the Machines,” *Cleveland Metropolitan Bar Journal* (May 2023)
- “NLRB General Counsel Issues Guidance on Decision Ruling Overly Broad Non-Disparagement and Confidentiality Provisions in Severance Agreements Violate Federal Law,” Tucker Ellis Client Alert (March 2023)
- “2023 Omnibus Spending Bill Includes New Protections for Pregnant or Nursing Mothers,” Tucker Ellis Client Alert (January 2023)

Honors

- Best Lawyers: Ones to Watch® in America (2025, 2026)
- Ohio Super Lawyers Rising Stars® (2025, 2026)

In the Community

- Cleveland Metropolitan Bar Association