

ARIEL DEFAZIO

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WORK EXPERIENCE

Lowrey Parady Lebsack, LLC

Partner/Owner

Denver, CO

Sept. 2024-present

Collaborate with two partners on personnel, financial, and other matters arising at 6-attorney plaintiff employment law firm • Oversee and mentor two staff and three junior attorneys • Manage all insurance • Provide legal representation to clients with discrimination, wage and hour, contract, and other employment-related claims at all stages, i.e., navigating issues in current employment through trial and appeal

Of Counsel

Feb. 2022-August 2024

Sweeney & Bechtold, LLC

Senior Associate Attorney

Denver, CO

Oct. 2014-Jan. 2022

Advocate on behalf of employees who have been denied wages, discriminated against and/or harassed based on their protected class and use of protected leave • Research, analyze, and communicate complex legal issues to clients, opposing counsel, and senior attorneys

Law Office of David Lichtenstein

Associate Attorney

Denver, CO

June 2011-Sept. 2014

Advised and represented individuals with legal claims against their current or former employers with respect to discrimination, unlawful termination, unpaid wages, and workers' compensation injuries • Assisted those seeking unemployment insurance benefits, short-term and long-term disability benefits, and SSDI

Univ. of Colorado Law School, American Indian Law Clinic

Student Attorney

Boulder, CO

August 2010-May 2011

Provided free legal assistance to Native American clients, including family law cases in Denver District and Juvenile Courts involving the Indian Child Welfare Act • Assisted tribes regarding purchasing fractionated land interests pursuant to the American Indian Probate Reform Act and drafting tribal court rules

Firefly Autism (f/k/a Aspen Center for Autism)

Operations Director/Center Liaison

Denver, CO

February 2006-June 2008

Managed operations for non-profit day treatment facility for children with autism • Performed new student intake and admissions • Served as point of contact for parents and teachers • Collaborated with senior clinical and administrative staff on supplies, maintenance, staffing, training, and processes

AmeriCorps*National Civilian Community Corps

Team Leader

Denver, CO

January-November 2005

Managed eighteen corps members • Ensured completion of five projects including youth experiential education, trail building, low-cost housing construction, and invasive species removal and stream stabilization with non-profit and government agencies in MI, TX, CO, and IA • Facilitated service learning, training, and team building • Mentored four future team leaders

Corps Member

February-November 2004

Cincinnati Nature Center

Environmental Educator/Naturalist

Milford, OH

August-December 2003

ARIEL DEFazio

VOLUNTEER EXPERIENCE

Faculty of Federal Advocates <i>Board Member</i>	Denver, CO Jan. 2023-present
National Alliance on Mental Illness Colorado Law Line <i>Volunteer Attorney</i> Offer free initial consultations to individuals or family members of individuals with mental health conditions who are experiencing employment-related issues	Denver, CO May 2023-present
Colorado Bar Association Federal Pro Se Legal Clinic <i>Volunteer Attorney</i> Meet with about two pro se litigants on a monthly basis to answer procedural questions, explain legal concepts, and generally assist them in navigating the federal court system without an attorney	Denver, CO Feb. 2019-present
Colorado Plaintiff Employment Lawyers Association <i>Board Member</i> <i>President</i> <i>Vice President</i> <i>Law School Outreach Director</i>	Denver, CO Jan. 2023-Dec. 2025 Jan. 2024-Dec. 2024 Jan. 2021-Dec. 2021 Feb. 2019-Dec. 2020
The Alexander Foundation <i>Board Member</i> Assisted with fundraising, event planning, operation, & strategic decision making of organization with no paid staff • Served as Assistance Director (Dec. 2014-July 2016) overseeing the distribution of financial assistance to LGBT Coloradans through three assistance programs, serving as the point of contact to 20 agencies (e.g., Denver Health, The Center) that submitted assistance requests on behalf of eligible individuals • Advised board on legal matters and risk management as legal counsel & at large board member (Jan. 2014-Nov. 2014)	Denver, CO Jan. 2014-July 2016
Colorado LGBT Bar Association <i>Board Member</i> Served as secretary (June 2013-Dec. 2014) and liaison to LGBT students and allies from the University of Colorado and University of Denver law schools (Jan. 2015-Dec. 2015)	Denver, CO June 2013-Dec. 2015
AmeriCorps*NCCC Alumni Leadership Council <i>Southwest Region Council Member</i> Engaged NCCC alumni living in eight-state southwest region with current and prospective NCCC members	Denver, CO January 2012-March 2014

SPEAKING ENGAGEMENTS¹

Understanding (Some of) Your Rights as an Employee • CU Law (April 2025), DU Law (Feb. 2025, April 2024)
Colorado's Paid Family & Medical Leave Insurance Act • Colorado Gynecologic Cancer Alliance (June 2024)
Cancer and Employment Law • Colorado Ovarian Cancer Alliance (March 2022; Feb. 2021; May 2019; Feb. 2019)
Health and Employment Issues for Non-binary and Transgender People • Presentation to attendees of March briefing for the League of Women Voters of Denver (March 15, 2022)
The Equal Pay for Equal Work Act and Other Colorado Employment Law Updates • Presentation to attendees of 2021 Colorado CPA Seminar organized by Ambler Keenan Mitchell Johnson, LLC (Nov. 3, 2021)

¹ Full list available at <https://lowrey-parady.com/who-we-are/ariel-defazio/>.

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Know Your Rights • Presentation to Colorado Association of Professional Interpreters regarding protections available to independent contractors and employees in Colorado (June 26, 2021)

Disability Justice: Understanding Rights, Responsibilities, & Best Practices for the Legal Profession (co-presenter) • Co-presented one session from DU Sturm College of Law's Diversity, Equity & Inclusion CLE Series (March 9, 2021)

Legal Issues that Impact Working Moms • MomTime at Montview (Jan. 17, 2019)

Job Readiness: a Discussion of Professionalism, Office Culture, Job Searching, and Employee Protections • Panel member in one of Dress for Success Denver's Job Readiness Classes for women enrolled in the Women's Bean Project's transitional employment program (September 22, 2016; October 21, 2014)

Attorney Panel: Embracing Diversity & Inclusiveness in the Legal Profession • Panel member in presentation to the University of Colorado Law School's class of 2018 (August 20, 2015)

Invitation to Serve: Civic Engagement & Fostering a Lifetime Commitment to Service • AmeriCorps*National Civilian Community Corps' class of 2015 (July 20, 2015)

PUBLICATIONS

Co-author of *Colorado Labor and Employment Law*, Lexis Nexis (2024) • Co-author of Practitioner's Guide to Colorado Employment Law: Federal Laws Addressing Discrimination in Employment Based on Disability (2017-present) • Discovery in Colorado: Other Discovery Privileges (2018-present) • Colorado Ovarian Cancer Alliance Resource Guide: Insurance, Legal, and Workplace Issues (4th Ed. 2019) • Co-author of *CADA: The Intersection of LGBT Civil Rights and Religious Freedom*, The Colorado Lawyer (January 2017)

PROFESSIONAL ORGANIZATIONS

Plaintiff Employment Lawyers Association • Faculty of Federal Advocates • Colorado LGBT Bar Association • National Employment Lawyers Association

EDUCATION

University of Colorado Law School, Boulder, CO

Juris Doctor, May 2011

Activities: Teaching Fellow, contract law • Student Bar Association, executive committee member • United Government of Graduate Students, law school representative • Women's Law Caucus, Vice President

Awards: David M. Sutcliffe Student Bar Association Distinguished Service Award • Excellence in Clinical Education Award • Public Service Pledge Program Award, 500+ hours

Cornell University, College of Agriculture and Life Sciences, Ithaca, NY

Bachelor of Science, May 2003