

## Barry A. Hartstein

Shareholder

Co-Chair, EEO & Diversity Practice Group

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## Focus Areas

Background Checks

Discrimination and Harassment

Class Action

Wage and Hour

Retail

## Overview

Barry A. Hartstein has earned a national reputation for a career that includes more than 30 years of counseling and representing employers in a broad range of labor and employment matters. He is a frequent writer, commentator and lecturer on workplace issues. He also has extensive experience as a litigator and has defended employers nationwide in individual and class action claims and wage and hour collective actions. He has particular expertise dealing with the Equal Employment Opportunity Commission (EEOC) on both a local and national level, which included an invitation by the EEOC chair to address the Commission at a recent meeting in Washington D.C. on the legal standards governing employers' consideration of criminal arrest and conviction records.

His clients include employers in:

- Retail
- Hospitality
- Fitness
- Health care
- Financial services
- Manufacturing operations

Barry serves in numerous leadership roles for Cornell University's ILR School. Founded as the School of Industrial and Labor Relations, the ILR School today is the world's leading college focused on work, employment and labor issues. In addition to his position on the Dean's Advisory Council and as a board member of the Scheinman Institute, which is the first institute exclusively focused on the study and practice of workplace dispute resolution, he recently completed his term as president of ILR's Alumni Association.

Barry has served for many years in a national leadership role for the American Bar Association in its section devoted to labor and employment law focusing on EEO issues, including serving as a management co-chair of the Equal Employment Opportunity Committee. In this role, he has worked closely with various chairs and other members of the EEOC, in addition to serving as a liaison between the Chicago Bar and the EEOC's Chicago District Office to facilitate communication between the Bar and the EEOC on both a local and national level.

Prior to joining Littler, Barry was the managing partner of the Chicago office of a major AM Law 100 Firm, where he also served as the Chicago practice leader for the firm's labor and employment practice.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Co-Chair, Finance Committee, American Bar Association, 2010-present
- Management Co-Chair, EEO Committee, American Bar Association, 2002-2004
- Co-Chair, EEOC Liaison Committee, Chicago District Office, American Bar Association, 1995-present
- Member, Editorial Board, ABA Journal of Labor and Employment Law
- Member, Executive Committee, Cornell ILR Alumni Association, 1995-present
- Former President, Cornell ILR Alumni Association, 2007-2009
- Dean's Advisory Council, Cornell ILR School, 2007-present
- Member, Board of Directors, Scheinman Institute on Conflict Resolution, Cornell ILR School, 2008-present
- Member, Trustee Nominating Committee, Cornell University, 2008-present
- Program Chair, American Employment Law Council, 2010-2012
- Member, American Employment Law Council, 1995-present

## Recognition

- Named, The Best Lawyers in America®, 2007-2025
- Named, Leading Lawyer 500, *InterContinental Finance Magazine*, 2013
- Named, Who's Who in American Law, 2014
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012-2016
- Recipient, Judge William B. Groat Alumni Award, *Cornell ILR School*, 2011
- Named, Nations' Most Powerful Employment Attorneys - Top 100, *Human Resource Executive / Lawdragon Inc.*, 2010-2015
- Ranked, Labor & Employment, *Chambers USA*, 2003-2024

- Recommended, Labour & Employment, *Who's Who Legal*, 2024
- Named, Management Labour and Employment, *Who's Who Legal*, 2007-2013
- Named, World's Leading Lawyers, *Labor and Employment - Expert Guides: The Legal Media Group Guides*, 2009-present
- Fellow, *College of Labor and Employment Lawyers*
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., Northwestern University School of Law, 1976

B.S., Cornell University, 1973

## Bar Admissions

Illinois

California

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Eastern District of Wisconsin

## Publications & Press

### **The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

### **Challenging Harassment in the Workplace: A Key Priority at the EEOC**

*Littler Report*

July 22, 2024

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

**Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

**5 Takeaways From The EEOC's New Harassment Guidance**

*Law360 Employment Authority*

May 1, 2024

**EEOC Updates Workplace Harassment Guidance**

*Littler Insight*

April 30, 2024

**High Court Lowers the Bar on Title VII Claims: “Significant” Harm No Longer Required**

*Littler ASAP*

April 18, 2024

**Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

**Annual Report on EEOC Developments – Fiscal Year 2022**

*Littler Report*

April 25, 2023

**Illinois Equal Pay Certification: A Practical Guide for Employer Compliance**

*Littler Insight*

February 16, 2023

**AI Algorithms, Strict Place-of-Work Rules Potential Trouble Spots for Employment Claims**

*Claims Journal*

November 14, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**How the talent squeeze is driving flexible work options**

*Human Resource Executive*

May 13, 2022

**Littler Survey: Competitive Talent Market and Pandemic Uncertainty Complicate Return-to-Office Policies**

*Littler Press Release*

May 4, 2022

**The Littler Annual Employer Survey 2022**

*Littler Report*

May 4, 2022

**Annual Report on EEOC Developments – Fiscal Year 2021**

*Littler Report*

April 26, 2022

**Illinois DOL Provides Guidance on Equal Pay Registration Certificate Application Process**

*Littler ASAP*

April 20, 2022

**Firms face tough call on vaccine exemptions**

*Business Insider*

December 1, 2021

**Employers face tough call on vaccine exemptions**

*Business Insurance*

November 16, 2021

**Biden's vaccine mandate gives Chicago-area employers cover when implementing vaccine requirements**

*Chicago Tribune*

September 10, 2021

**More Job Listings Mandating COVID-19 Vaccinations**

*Workspan Daily*

September 1, 2021

**What Role Do Culture and Morale Play in Vaccine Mandates?**

*Human Resource Executive*

September 1, 2021

**Only 8% of US Manufacturers are Requiring COVID Vaccines**

*Manufacturing Global Magazine*

August 24, 2021

**COVID-19 update: Active cases up 87% in two weeks**

*Nashville Post*

August 24, 2021

**More Employer Vaccine Mandates Are Coming After Pfizer's Full Approval**

*The Recorder*

August 24, 2021

**More Employer Vaccine Mandates Are Coming After Pfizer's Full Approval**

*Corporate Counsel*

August 24, 2021

**Illinois Equal Pay Certificate Requirements Amended**

*Littler Insight*

August 24, 2021

**Littler Survey: Employers Increasingly Consider Vaccine Mandates as COVID-19 Delta Variant Spreads**

*Littler Press Release*

August 23, 2021

**Littler COVID-19 Vaccine Employer Survey Report: Delta Variant Update**

*Littler Report*

August 23, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Key Takeaways from the EEOC's Updated Guidance Regarding COVID-19 Vaccinations, Incentives**

*Littler Insight*

June 1, 2021

**EEOC greenlights coronavirus vaccine requirements, incentives — with some limits**

*HR Dive*

May 28, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Littler Survey: Employees Want Remote and Hybrid Work More Than Employers Do**

*Littler Press Release*

May 12, 2021

**The Littler Annual Employer Survey 2021**

*Littler Report*

May 12, 2021

**Illinois Will Require EEO-1 Transparency and Equal Pay Data**

*Littler Insight*

March 29, 2021

**Employers Unlikely to Mandate COVID Vaccinations**

*Today's General Counsel*

March 25, 2021

**Survey: Retailers Unlikely to Require COVID-19 Vaccines for Employees**

*Chain Store Age (CSA)*

March 3, 2021

**Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

**The Littler COVID-19 Vaccine Employer Survey Report**

*Littler Report*

February 9, 2021

**Few Employers Embrace Covid Vaccine Mandates, Survey Shows**

*Daily Labor Report*

February 9, 2021

**Most Employers Unlikely To Mandate COVID-19 Vaccination, Littler Survey Finds; Employee Relations Concerns Abound**

*Littler Press Release*

February 9, 2021

**Most employers will continue remote work despite COVID vaccine: Littler**

*Thomson Reuter Westlaw Today*

February 9, 2021

**What school districts need to know about COVID-19 vaccine mandates**

*K-12 Dive*

January 12, 2021

**5 Questions to Ask Before Adopting a Vaccine Policy**

*Construction Dive*

January 6, 2021

**5 questions to ask before adopting a coronavirus vaccine policy**

*HR Dive*

December 21, 2020

**EEOC Issues Guidance on COVID-19 Vaccination Policies**

*Littler Insight*

December 17, 2020

**Employers can require COVID-19 vaccination, but there are exceptions. Here's what you and your boss need to know.**

*Chicago Tribune*

December 14, 2020

**To mandate or not to mandate: Employers preparing for COVID-19 vaccine**

*The Indiana Lawyer*

November 25, 2020

**UPDATE: Can your employer require you to take a COVID-19 vaccine?**

*Ameritrade*

October 27, 2020

**Mailbag: Can we require that employees receive a COVID-19 vaccine?**

*HR Dive*

October 12, 2020

**EEOC Proposes Conciliation Procedures Rule**

*Littler Insight*

October 9, 2020

**Can your employer require you to take a COVID-19 vaccine?**

*MarketWatch*

October 6, 2020



**Mandate COVID-19 vaccines for all employees? Like everything, it's complicated**

*Compliance Week*

October 6, 2020

**COVID-19 vaccination: Mandatory request or PR nightmare?**

*Human Resources Director*

September 21, 2020

**The Race for a COVID-19 Vaccine – Planning for the Employer Response**

*Littler Report*

September 17, 2020

**COVID-19 Vaccine Will Mean New Headaches for Employers**

*Law360*

August 26, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Avoiding Discrimination Lawsuits While Addressing the Pandemic**

*HR Business Legal Resources*

August 14, 2020

**EEOC Compliance and the Covid-19 Pandemic**

*Today's General Counsel*

July 21, 2020

**EEOC Expands Mediation Program During Coronavirus Pandemic**

*SHRM Online*

July 7, 2020

**4 Takeaways From EEOC's New At-Risk Worker Guidance**

*Law360*

May 13, 2020

**How to Accommodate At-Risk Workers**

*SHRM Online*

May 13, 2020

**Bringing select workers back carries litigation risks: Experts**

*Business Insider*

May 12, 2020

**The Next Normal: A Littler Insight on Returning to Work – EEO Compliance**

*Littler Insight*

May 11, 2020

**Workplace testing guide may provide target for lawsuits**

*Business Insider*

May 5, 2020

**Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Insights into the Latest EEOC Developments**

*HR Daily Advisor*

February 22, 2019

**Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

**EEOC continues 'aggressive litigation' despite Trump administration policies**

*HR Dive*

January 10, 2019

**No Offense, (Good) Bias Training Is Uncomfortable**

*Ignites*

December 17, 2018

**EEOC Sexual Harassment Lawsuits Up 50 Percent**

*Bizwomen Business Journal*

October 10, 2018

**The #MeToo Effect: Sex Harassment Charges with the EEOC Rose for the First Time in Years**

*The Washington Post*

October 5, 2018

**Prepare for EEOC Onsite Visits**

*SHRM Online*

September 26, 2018

**Best Lawyers in America® 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**The end of the resume? Hiring is the midst of a technological revolution with algorithms, chatbots**

*Chicago Tribune*

July 19, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Littler Survey: Employers Reeling from Regulatory Shifts, New Forces Impacting Workplace**

*General Counsel News*

May 18, 2018

**Survey Highlights Top Priorities for Interstate Fleet Business**

*Fleet Owner*

May 17, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Littler Survey Finds Employers Reeling from Regulatory Shifts and New Forces Impacting the Workplace**

*Littler Press Release*

May 2, 2018

**EEOC Focuses on Preventing Workplace Harassment**

*SHRM Online*

March 30, 2018

**EEOC Enforcement Shift Expected In Trump Admin's 2nd Year**

*Law360*

March 2, 2018

**Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

**When Lawyers Court: Dating in Law Firms**

*Bloomberg Big Law Business*

February 14, 2018

**Challenging Harassment in the Workplace: A Key Priority at the EEOC**

*Littler Report*

January 30, 2018

**Changes Ahead for EEOC?**

*Human Resource Executive Online*

November 21, 2017

**The EEOC Under Trump**

*Today's General Counsel*

October 1, 2017

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Littler Press Release*

September 28, 2017

**Credit Union Eliminates HR Department, Allegedly for Opposing 'Look Test'**

*SHRM Online*

September 27, 2017

**Ford Settles Racial, Sexual Harassment Claims for \$10M**

*SHRM Online*

August 23, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Ford Settles Sexual, Racial Harassment Claims at Chicago Plants for \$10 Million**

*Chicago Tribune*

August 17, 2017

**Can or Should Employers Fire Employees Who Participate in Hate Groups?**

*SHRM Online*

August 15, 2017

**Trump to Tap Disabled Vet as EEOC Member**

*Bloomberg BNA Daily Labor Report*

August 1, 2017

**SCOTUS May Decide Whether Sexual Orientation is a Protected Class**

*HR Drive*

July 10, 2017

**Trump Nominates Corporate Counsel as New EEOC Chair**

*Bloomberg BNA*

June 29, 2017

**Italian Chain Rosebud Settles Race Discrimination Lawsuit for \$1.9 Million**

*Eater Chicago*

May 31, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Littler Recognized as ACC Value Champion**

*Littler Press Release*

May 19, 2017

**Littler Survey Reveals Employers Caught in a Tangled Web of Federal, State and Local Laws**

*Littler Press Release*

May 11, 2017

**Federal Job Bias Online Tool Rolled Out in Five Cities**

*Bloomberg BNA Daily Labor Report*

March 13, 2017

**Annual Report on EEOC Developments – Fiscal Year 2016**

*Littler Report*

February 27, 2017

**What Positions to Expect out of the EEOC in 2017**

*HR Dive*

February 27, 2017

**In Good Hands**

*Human Resource Executive Online*

February 6, 2017

**EEOC Will Keep Big-Case Focus but May Trim Sails**

*Bloomberg BNA*

January 12, 2017

**4 Changes EEOC May Face Under Trump**

*Law360*

January 6, 2017

**What We Can Expect From The EEOC In 2017**

*TLNT*

December 22, 2016

**A Review of the EEOC's Systemic Initiative: Tracking its Progress, Current Priorities, and Key Developments in FY 2016**

*Littler Report*

December 15, 2016

**The EEOC's Longtime General Counsel Decides That He's Ready for a Change**

*Corporate Counsel*

December 1, 2016

**Federal Court Weighs Key Decision on LGBT-workplace Bias**

*The Associated Press*

November 30, 2016

**Legal, Yes. But a Best Practice?**

*Human Resource Executive Online*

November 29, 2016

**EEOC Performance and Accountability Report Shows Increase in Charge Filings for FY 2016**

*Littler ASAP*

November 18, 2016

**EEOC Tops \$428M for Bias Victims, Cuts Charge Backlog**

*Bloomberg BNA Daily Labor Report*

November 16, 2016

**How One Case Could Decide the Future of Federal LGBT Employee Protections**

*HR Dive*

November 15, 2016

**EEOC's Expanding Priorities**

*Human Resource Executive Online*

November 2, 2016

**EEOC's New Strategic Enforcement Plan Takes Aim at Gig Economy, Other Emerging Workforce Issues**

*Littler ASAP*

October 18, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**New Pay Reporting Rules Could Drown Employers in Costly Paperwork**

*Compliance Week*

August 16, 2016

**A White Actor is Cast in 'In the Heights,' Setting Off a Complicated Debate**

*The Chicago Tribune*

August 14, 2016

**Does Wearing a Gadsden Flag Insignia Make for a Hostile Workplace?**

*InsideCounsel*

August 11, 2016

**Can Older 'Subclasses' Sue Under ADEA?**

*Bloomberg BNA Daily Labor Report*

August 10, 2016

**Compliance's Increasing Role in Preventing LGBT Discrimination**

*Compliance Week*

July 19, 2016

**Employers Expect Increases in LGBT Discrimination Claims**

*BenefitsPro*

July 13, 2016

**Lawsuits for Wages, Discrimination Top Employers' Worries**

*Bloomberg BNA Daily Labor Report*

July 13, 2016

**LGBT Bias Claims and Overtime Pay Among Employers' Top Concerns – Survey**

*Reuters*

July 13, 2016

**Littler Survey Shows Employers Grappling With Regulatory, Social Changes**

*Littler Press Release*

July 12, 2016

**Exec Survey Predicts Compliance Woes, Spike in Bias Claims**

*Law360*

July 12, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**EEOC to Hold Rare Public Hearing on Tech Diversity**

*USA Today*

May 18, 2016

**WPI Insider Briefing - A Look at What the EEOC Has Planned for FY 2016**

*Littler Podcast*

March 7, 2016



**EEOC Widens Bias Claimants' Access to Employer Statements**

*Bloomberg BNA*

February 18, 2016

**Feds Cash in with 'Aggressive' Workplace Lawsuits**

*Washington Examiner*

February 1, 2016

**Aging, But Keeping Active**

*Corporate Counsel*

February 1, 2016

**Employment Law Outlook for 2016**

*Human Resource Executive Online*

January 21, 2016

**Systematic Cases Dominate EEOC Enforcement**

*Compliance Week*

January 12, 2016

**Survey of Women Finds Rampant Sexism in Tech. Can It Be Fixed?**

*Corporate Counsel*

January 12, 2016

**Annual Report on EEOC Developments – Fiscal Year 2015**

*Littler Report*

January 12, 2016

**5 EEOC Enforcement Trends To Watch In 2016**

*Law360*

January 5, 2016

**EEOC Systematic Recoveries Increase in 2015; Trend Expected to Continue in 2016**

*XpertHR*

December 30, 2015

**Littler Forecasts Top 10 EEOC Trends to Watch in 2016**

*HR Compliance Expert*

December 28, 2015

**Seventh Circuit Rules Against EEOC Regarding CVS Separation Agreements**

*XpertHR*

December 18, 2015

**Littler Report Analyzes EEOC Developments and Trends to Watch in 2016**

*Littler Press Release*

November 30, 2015

**Looking Backward and Forward: A Review of Key EEOC Developments, Successes and Failures in FY 2015 and What to Watch For in FY 2016**

*Littler Insight*

November 23, 2015

**EEOC's Money Remedies, Charge Activity Rose in FY 2015**

*Bloomberg BNA Human Resources Report*

November 19, 2015

**The EEOC Issues Proposed Rule on GINA and Wellness Programs**

*Littler Insight*

November 17, 2015

**The Government's Anti-Discrimination Watchdog is Getting More Aggressive - and Employers Are Fighting Back**

*The Washington Post*

November 13, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Being connected could dial up legal problems for employers in the 24/7 workplace**

*ABA News*

August 3, 2015

**Labor & Employment Digest: July/August 2015**

*Inside Counsel*

August 1, 2015

**ACA Implementation No Longer a Top Employment Law Worry**

*Corporate Counsel*

July 20, 2015

**Where the human resource worries reside**

*Fleet Owner*

July 17, 2015

**Overtime Reform, ACA, LGBT Policies Among Concerns for Today's Employers**

*Littler Press Release*

July 14, 2015

**Littler Lawyers Named to "Most Powerful Employment Lawyers" List by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2015

**Labor & Employment Digest: June 2015**

*InsideCounsel*

May 28, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**EEOC given latitude when dealing with employers on conciliation efforts**

*InsideCounsel*

May 11, 2015

**Litigation adds complexity to once-simple laws**

*Business Insurance*

May 10, 2015

**EEOC conciliation efforts ruling is only a partial victory for employers**

*Business Insurance*

May 10, 2015

**Kentucky Case Could Sink Local Right-To-Work Expansion**

*Law360.com*

May 4, 2015

**Supreme Court Confirms EEOC Conciliation Efforts are Subject to Judicial Review**

*Littler Insight*

April 30, 2015

**EEOC Conciliation Subject to Court Scrutiny, But Scope of Review is Limited, Justices Rule**

*Bloomberg BNA Daily Labor Report*

April 29, 2015

**EEOC Pursuing Discrimination Cases Aggressively**

*Today's General Counsel*

April 1, 2015

**Supreme Court's UPS ruling widens scope of accommodating pregnant workers**

*Business Insurance*

March 29, 2015

**Supremes Revive Young v. UPS Case**

*Human Resource Executive*

March 26, 2015

**Attorneys React To High Court Pregnancy Bias Ruling**

*Law360.com*

March 25, 2015

**High Court UPS Ruling Means Changes to EEOC Guidance**

*Law360.com*

March 25, 2015

**Supreme Court Backs Pregnant UPS Worker**

*Forbes*

March 25, 2015

**Employer May Violate Pregnancy Bias Law by Denying Light Duty, Split Court Rules**

*Bloomberg BNA*

March 25, 2015

**Supreme Court Revives Pregnancy Discrimination Act Claim**

*Society for Human Resource Management (SHRM)*

March 25, 2015

**Religious Discrimination Presents an Altar Reality**

*Workforce*

March 24, 2015

**In 50th Year, EEOC Pushes Enforcement Limits**

*Society for Human Resource Management (SHRM)*

March 4, 2015

**Looking to Rebound**

*Corporate Counsel*

March 1, 2015

**Update on Criminal Background Checks: Impact of EEOC v. Freeman and Ongoing Challenges in a Continuously Changing Legal Environment**

*Littler Insight*

February 23, 2015

**Q&A: Littler Mendelson's Barry Hartstein on EEOC's 2014 performance**

*Reuters*

February 10, 2015

**What The EEOC's Charge Stats Really Mean to GCs**

*Law360.com*

February 6, 2015

**Keeping Up With the EEOC in 2015**

*Texas Lawyer*

February 2, 2015

**Should pregnancy Create Special Preferences at Work?**

*Diversity & the Bar*

February 1, 2015

**EEOC Welcomes New Staff to Build on Agency's National Enforcement Strategy**

*Bloomberg BNA Daily Labor Report*

January 30, 2015

**EEOC Will Take 'Harder Line' in 2015 Despite Recent Setbacks, Says Report**

*HR Compliance Expert*

January 22, 2015

**Littler report cites drop in EEOC charges filed, notes agency 'fell short' on systemic enforcement**

*Wolters Kluwer*

January 20, 2015

**Littler's Barry Hartstein breaks down the EEOC's 2014, discusses the year to come**

*Inside Counsel*

January 14, 2015

**Keeping Up With the EEOC in 2015**

*Corporate Counsel*

January 14, 2015

**EEOC Reasonable Cause Determinations Increase in 2014, Littler Reports Finds**

*XpertHR*

January 8, 2015

**The EEOC issues you'll want to keep an eye on in 2015**

*HR Morning*

January 7, 2015

**EEOC Saw Dip In Systemic Bias Efforts, Report Says**

*Law360.com*

January 6, 2015

**Littler Issues Annual Report on EEOC Developments**

*Littler Press Release*

January 5, 2015

**Annual Report on EEOC Developments - Fiscal Year 2014**

*Littler Report*

January 5, 2015

**EEOC to focus on hiring barriers, pregnancy bias, ADA and wellness in 2015: Report**

*Business Insurance*

January 5, 2015

**Pregnant Driver's UPS Suit Hits Supreme Court**

*AOL Jobs*

December 3, 2014

**2015 Supreme Court preview**

*InsideCounsel*

November 21, 2014

**Caregiver Discrimination: It's Not Just About Women and Children Anymore**

*Diversity & the Bar*

October 1, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Do More Jobs and Stagnant Pay Spell Lawsuits?**

*Society for Human Resource Management (SHRM)*

July 28, 2014

**Littler survey indicates despondent employees increasingly willing to sue**

*InsideCounsel*

July 24, 2014

**Employers Blame Economy for Workers' Lawsuits**

*Human Resource Executive Online*

July 22, 2014

**Employers Could Face Increased Litigation From Whistle-Blowers, Disgruntled Workers**

*Bloomberg BNA Human Resource Report*

July 21, 2014

**Employers Facing Regulatory and Economic Challenges**

*Corporate Counsel*

July 9, 2014

**Littler Survey Reveals Impact on Employers of a Divided Government, Myriad Forces Reinventing the Workplace**

*Littler Press Release*

July 8, 2014

**Mach Mining-EEOC High Court Case Could Be 'Game Changer'**

*Law360.com*

July 1, 2014

**Littler Attorneys Recognized Among the Nation's Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal**

*Littler Press Release*

April 2, 2014

**EEOC Releases Charge Statistics for FY 2013**

*Littler ASAP*

February 5, 2014

**5 Tips For Employers Facing An EEOC Investigation**

*Law360.com*

January 30, 2014

**Employers beware: EEOC likely to continue ADA, ACA fight**

*Employee Benefit News*

January 27, 2014

**Employers Had Significant Wins Against EEOC in 2013**

*Society for Human Resource Management (SHRM)*

January 27, 2014

**EEOC Lawsuit Filings Dipped Over Past 2 Years, Report Says**

*Law360.com*

January 22, 2014

**Annual Report on EEOC Developments - Fiscal Year 2013**

*Littler Report*

January 22, 2014

**Littler Issues Annual Report on EEOC Activity**

*Littler Press Release*

January 22, 2014

**Seventh Circuit Holds Failure to Conciliate is Not a Defense Available to Employers in Litigation with the EEOC**

*Littler Insight*

December 30, 2013



**EEOC targets national origin discrimination, observers expect guidance update**

*Business Insurance*

November 20, 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**EEOC's Ongoing Interest In Criminal Background Checks**

*Law360.com*

July 12, 2013

**Littler Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

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Chicago, IL

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Technical Assistance Program for Employers - Equal Employment Opportunity Commission (EEOC)  
August 10, 2011

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National Conference on Equal Employment Opportunity Law - Equal Employment Opportunity Committee, Section of Labor and Employment Law - American Bar Association  
April 9, 2011

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Association of Corporate Counsel, Chicago Chapter  
October 5, 2010

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**Pattern or Practice Litigation – EEOC's Best Weapon?**

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March 25, 2010

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University of Memphis Law School Symposium  
February 19, 2010

**50 Ways from Sunday – Can A Corporation Really Have A Successful Nationwide Policy That Is Consistent With State and Local Laws**

National Conference on Equal Employment Opportunity Law  
April 3, 2009

**Managing the New Workplace- Employment Discrimination in the New Workplace**

Center for Advanced Human Resources Studies (CAHRS), Cornell University  
November 13, 2008

**A View from the Bench: Judicial Perspective on Effective Trial Techniques**

2nd Annual CLE Conference, Section of Labor & Employment Law - American Bar Association  
September 11, 2008

**Harassment Trends and Litigation: An Employer's Perspective – 2008 Update**

Technical Assistance Program for Employers - Equal Employment Opportunity Commission (EEOC)  
May 6, 2008

**Mistakes Judges Have Seen Even Good Employment Lawyers Make**

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March 27, 2008

**Cindy Wild v Hooligan's, Inc**

1st Annual CLE Conference, Section of Labor & Employment Law - American Bar Association  
November 7-10, 2007

**Hot Employment Issues and EPLI Coverage**

Client Presentation  
March 13-14, 2007

**Employment Discrimination Class Actions – Overview, Recent Trends and Substantive Developments**

Chicago Bar Association  
November 29, 2006

**True Challenges in EEO Lawsuits – Dealing with Compensatory and Punitive Damages in EEO Litigation**

National Conference on Equal Employment Opportunity Law  
March 2006

**From the Judge's Perspective: A Discussion of EEO Claims and Litigation**

Minneapolis State Bar Association  
November 16, 2005

**The Enforcers: The View from Washington**

Annual Meeting - American Bar Association  
August 9, 2004

**Preparing for the Workforce of the Future**

Society of Human Resources Professional  
June 9, 2004

**Key Steps to Avoiding the Employment Class Action**

Client Presentation  
May 5, 2004

**Trial of an ADEA Case: Joe Moore v. The University of Notre Dame**

Mid-Winter Program, EEO Committee - Section of Labor & Employment Law  
March 22, 2003

**An Employer's Guide to Reductions-In-Force and Corporate Reorganizing**

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June 13, 2002

**National Conference on Evaluating Harassment Cases in the 21st Century**

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November 10-11, 2000

## Books & Book Chapters

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- Labour & Employment, *Getting the Deal Through*, Law Business Research Ltd., London, UK, Editor and contributing author, 2006-2009
- Employer's Guide to Auditing Personnel and Employment Practices, *Business Laws, Inc.*, 1988-1995
- Managing Workplace Disputes From Prevention to Cure, *American Bar Association*, Editor and contributing author, 1991