



## Emily Clara Haigh

Shareholder

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## Focus Areas

Discrimination and Harassment  
Investigations  
Training - Compliance, Ethics, Leadership  
Litigation and Trials  
Inclusion, Equity and Diversity

## Overview

Emily Clara Haigh represents and advises employers facing a wide variety of labor and employment law issues. These issues range from front-end training and compliance assistance to high-stakes litigation.

Emily is an experienced neutral investigator and has conducted hundreds of complex internal investigations of sensitive workplace matters. Prior to joining Littler, Emily supervised and reviewed administrative investigations for the U.S. Army in her capacity as a judge advocate. Emily also facilitates workshops for employers on how to conduct compliant investigations.

Emily emphasizes practical solutions while also keeping businesses free to focus on what allows them to be successful. She has extensive experience advising employers and defending litigation involving issues such as:

- Wrongful termination
- Discrimination, harassment and retaliation
- Title VII of the Civil Rights Act of 1964
- New York State and City Human Rights Law
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Family and Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA) and state wage and hour/wage payment and collection laws

- New York's Unemployment Insurance Law
- Employment policies, handbooks and contracts

In her practice, Emily prioritizes resolution of workplace disputes and regularly represents her clients in alternative dispute resolution, such as mutual mediations. When informal efforts to resolve disputes prove unsuccessful, Emily zealously advocates for her clients as an experienced litigator. Emily has amassed extensive pre-trial and jury trial experience. Emily's trial experience includes dozens of multiday jury and bench trials in federal court as well as administrative hearings. She also has taken and defended numerous depositions and handled extensive motion practice.

Emily is one of Littler's lead national sexual harassment prevention trainers. She has deep knowledge of #MeToo training laws and has facilitated hundreds of training sessions before large audiences as well as one-on-one executive coaching. Her vast experience in sexual harassment and assault laws allows her to apply a pragmatic and legally focused approach to her practice. Emily's subject-matter experience includes a wide range of sex and gender based legal protections, including topics of gender identity and expression, sexual orientation, pregnancy related conditions, parental leave laws and lactation accommodation requirements.

Emily also facilitates workplace discussions on diversity, equity and inclusion (DE&I), including training that satisfies the New York Continuing Legal Education training requirement on diversity and bias elimination in the legal field.

Emily is one of the founders of the firm's Veterans Affinity Group for attorneys who served in the U.S. Military. The initiative seeks to connect veterans at Littler with veterans in business as well as provide employers with subject matter knowledge on military related topics in civilian workplaces.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024
- Named, Rising Star, *Super Lawyers*, 2022
- Recipient, Radcliffe Traveling Fellowship, Belfast, Northern Ireland, 2005

## Education

J.D., University of Michigan Law School, 2011

B.A., Harvard College, 2005

## Bar Admissions

New York

Massachusetts

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

## Publications & Press

### **New York Eliminates Time Limitations for Sexual Assault Claims**

*SHRM Online*

February 22, 2023

### **#MeToo Update: The Adult Survivors Act for New York Employers**

*Littler Insight*

February 13, 2023

### **Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder**

*Littler Press Release*

January 4, 2023

### **Veterans Day 2022: Stories from Military Family Members**

*Littler Podcast*

November 11, 2022

### **Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass**

*Littler Insight*

December 16, 2021

### **“We Are Not Going Back”: New York City Announces Vaccine Mandate for Private-Sector Employers**

*Littler Insight*

December 6, 2021

### **Littler Launches New Affinity Group for Veterans**

*Littler Press Release*

November 11, 2021

### **Conversations with Women: From the Military to Law**

*Littler Podcast*

March 30, 2021

**From Military To Law: What Attys Took From Their Service**

*Law360*

November 9, 2020

**A Return to Work Roadmap for New York Employers**

*Little Insight*

May 21, 2020

**An Unemployment Insurance Roadmap for New York Employers**

*Little Insight*

May 18, 2020

**Is the Future U.S. Workplace a Work Share Program?**

*Little Insight*

April 27, 2020

**A COVID-19 Roadmap for New York Employers**

*Little Insight*

March 30, 2020

**#MeToo: In Defense of Nondisclosure Agreements**

*Little Insight*

February 26, 2020

**Has #MeToo Created a New Claim of Male-Bias Discrimination?**

*Little Insight*

October 21, 2019

**New York State Significantly Expands its Workplace Harassment Laws (Again)**

*Little ASAP*

June 20, 2019

**New York City Publishes Sexual Harassment Prevention Training Video and New FAQs**

*Little ASAP*

April 10, 2019

**New York City Commission on Human Rights Provides Legal Enforcement Guidance on Race Discrimination on the Basis of Hair**

*Little ASAP*

February 21, 2019

**Compliance in a New York Minute: Top 10 New Year Resolutions for Employers**

*Littleter Podcast*

February 1, 2019

**New York Employers Can Expect Significant Legislative and Regulatory Activity in 2019**

*Littleter Insight*

January 30, 2019

**New York City Moves to Prohibit Discrimination Based on Family Planning and to Protect Reproductive Choice**

*Littleter ASAP*

December 26, 2018

**A Cooperative Dialogue about NYC's New Cooperative Dialogue Law – and More!**

*Littleter Podcast*

December 3, 2018

**New York City Will Require Employers to Provide Greater Workplace Accommodations for Lactating Employees**

*Littleter ASAP*

November 19, 2018

**New York Anti-Sexual Harassment Requirements Take Full Effect**

*Littleter Podcast*

October 9, 2018

**NY Agencies Publish Draft Sexual Harassment Model Policy, Complaint Form, and Training**

*Littleter ASAP*

August 24, 2018

**New York Sexual Harassment Laws – The City Commission Publishes Poster and Fact Sheet**

*Littleter ASAP*

August 13, 2018

**Attorneys: More Sexual Harassment Protections for Employees on the Way**

*Democrat & Chronicle*

June 24, 2018

**Masterpiece Cakeshop: Workplaces Will be Healthier if Employers Fully Understand the Decision, the Law and the Complexities of the Issues**

*Bloomberg Law*

June 22, 2018

**Labor of Law: 'Masterpiece' and the Employer Perspective | EEOC Sexual Harassment Hearing | Plus: Who Got the Work**

*Law.com*

June 8, 2018

**The Supreme Court's Ruling in Masterpiece Cakeshop: A Masterpiece on Dodging Key Constitutional Issues**

*Little ASAP*

June 4, 2018

**New York State and City Expand Anti-Harassment Requirements for Employers**

*Little Insight*

April 13, 2018

**Labor of Law**

*Law.com*

March 1, 2018

**Another Federal Appeals Court Finds Title VII Prohibits Sexual Orientation Discrimination**

*Little ASAP*

February 26, 2018

**Title IX and Defamation: An Emerging Challenge Facing Higher-Education Institutions**

*Little ASAP*

January 5, 2018

**DOE Rescinds Prior Guidance on Title IX and Sexual Violence, Issues Interim Advice on Campus Sexual Misconduct**

*Little ASAP*

September 27, 2017

**NAIS and TABS Release Their First Task Force Report on Addressing Educator Sexual Misconduct**

*Little ASAP*

August 25, 2017

**DOJ Brief Opposing Title VII Protection for Gay Workers is Significant, Attorneys Say**

*Westlaw Journal*

August 8, 2017

**Is Sexual Orientation Protected Under Title VII? The DOJ Weighs In**

*Little ASAP*

July 31, 2017

**Department of Education Rethinking Campus Guidance on Sexual Assault**

*Little ASAP*

July 25, 2017

**Seventh Circuit Holds Title VII Protections Extend to Sexual Orientation Discrimination**

*Little ASAP*

April 6, 2017

**Third Circuit Permits Teaching Hospital Resident to Bring Retaliation Suit under Title IX**

*Little Insight*

March 17, 2017

**Higher Education Law: Title IX and the New Frontier of Sexual Assault Adjudication**

*Academic Leader*

March 1, 2017

## **Speaking Engagements**

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements**

October 9, 2020

**Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements**

August 19, 2020

**Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements**

February 19, 2020

**New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation**

October 8, 2019

**New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation**

September 26, 2019

**New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation**

September 18, 2019

**New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation**

July 24, 2019

**New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation**

May 15, 2019

**New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation**

February 21, 2019

**Panel Discussion on Gender Equity and Professionalism within the Law**

St. John's University

October 29, 2018