

## Emily Haigh

Associate

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## Focus Areas

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

## Overview

Emily Haigh represents and counsels 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 emphasizes practical solutions while also keeping businesses free to focus on what allows them to be successful in the first place. 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

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.

With over 10 years in practice, 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 before the Division of Human Rights. 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. Emily's 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).

Emily is an experienced neutral investigator and regularly conducts 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 and Magistrate Judge.

Emily is the co-head of Littler's Veterans Initiative, an affinity group for attorneys who served in the U.S. Military. The Initiative seeks to connect Veterans at Littler with Veterans in business.

## Recognition

- 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

### **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**

*Littler Insight*

May 21, 2020

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

*Littler Insight*

May 18, 2020

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

*Littler Insight*

April 27, 2020

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

*Littler Insight*

March 30, 2020

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

*Littler Insight*

February 26, 2020

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

*Littler Insight*

October 21, 2019

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

*Littler ASAP*

June 20, 2019

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

*Littler ASAP*

April 10, 2019

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

*Littler ASAP*

February 21, 2019

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

*Littler Podcast*

February 1, 2019

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

*Littler Insight*

January 30, 2019

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

*Littler ASAP*

December 26, 2018

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

*Littler Podcast*

December 3, 2018

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

*Littler ASAP*

November 19, 2018

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

*Littler Podcast*

October 9, 2018

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

*Littler ASAP*

August 24, 2018

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

*Littler 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**

*Littler ASAP*

June 4, 2018

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

*Littler Insight*

April 13, 2018

**Labor of Law**

*Law.com*

March 1, 2018

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

*Littler ASAP*

February 26, 2018

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

*Littler ASAP*

January 5, 2018

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

*Littler ASAP*

September 27, 2017

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

*Littler 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**

*Littler ASAP*

July 31, 2017

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

*Littler ASAP*

July 25, 2017

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

*Littler ASAP*

April 6, 2017

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

*Littler Insight*

March 17, 2017

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

*Academic Leader*

March 1, 2017

## Speaking Engagements

**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