



Jaclyn R. Giffen

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Whistleblowing and Retaliation
Hiring, Performance Management and Termination

Overview

Jaclyn R. Giffen represents employers with respect to high profile or high-risk matters spanning all aspects of employment and labor law including discrimination, harassment, retaliation, whistleblowing, and wrongful termination claims. Jaclyn successfully minimizes risk for her clients and resolves matters through both pre-litigation strategy and litigation. Jaclyn represents a variety of clients in a range of industries, including healthcare, manufacturing, and telecommunications, and has extensive knowledge of federal, state, and local discrimination laws.

Jaclyn also speaks regularly before client and other audiences regarding a myriad of employment issues from FMLA and ADA concerns, to retaliation issues, to recently enacted, and frequently evolving, COVID-19 state and county requirements. Jaclyn supports her clients by creating partnerships and providing excellent, innovative, and timely service.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Michigan
- Member, Federal Bar Association

Education

J.D., University of Michigan Law School, 2011
B.A., University of Michigan, 2007

Bar Admissions

Michigan

Courts

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Eastern District of Michigan

U.S. District Court, Western District of Michigan

U.S. District Court, Northern District of Ohio

Publications & Press

Michigan Governor Announces State Will Open to Full Capacity June 22

Littler ASAP

June 21, 2021

Michigan Accelerates Path to Normalcy with Relaxation of Rules

Littler ASAP

May 21, 2021

Michigan Plans to Return to Work Across All Sectors

Littler ASAP

May 11, 2021

Michigan Lifts COVID-19 Restrictions, Allows Dining in at Restaurants

Littler ASAP

January 22, 2021

Michigan Extends Lockdown but Permits Group Fitness Activities and Non-Contact Sports

Littler ASAP

January 13, 2021

Michigan Extends Its Ban on Indoor Gatherings While Reopening Casinos, Theaters, and Other Recreational Facilities

Littler ASAP

December 21, 2020

Michigan Extends its Lockdown until Mid-December

Littler ASAP

December 8, 2020

Michigan Locks Down in Advance of Thanksgiving Holiday

Littler ASAP

November 16, 2020

Michigan Extends and Revises its Restrictions on Gatherings and Face Masks

Littler ASAP

October 30, 2020

Michigan Grants Business and Worker Protections Related to COVID-19

Littler ASAP

October 23, 2020

Michigan OSHA Adopts COVID-19 Emergency Rule

SHRM Online

October 22, 2020

Michigan Occupational Safety and Health Administration Adopts COVID-19 Emergency Rule

Littler ASAP

October 16, 2020

Michigan Agency Continues to Issue Emergency Health Orders and Guidance on Face Coverings and Gatherings

Littler Insight

October 12, 2020

Michigan Agency Steps Up Mask Mandate and Other Requirements to Fill Void Created by Nullification of COVID-19 Executive Orders

Littler ASAP

October 6, 2020

In Fractured Opinion, Michigan Supreme Court Strikes Down Governor's Emergency Authority

Littler ASAP

October 5, 2020

Michigan Extends Protection for Residents and Employees of Long-Term Care Facilities

Littler ASAP

October 2, 2020

Michigan Issues Three Executive Orders Relaxing Gathering Restrictions, Re-opening Cinemas, and Requiring Facemasks for Kindergarteners

Littler ASAP

September 28, 2020

Michigan Extends its Safety Measures for Grocery Stores, Pharmacies, and Long-Term Care Facilities

Littler ASAP

September 9, 2020

Michigan, Get Out Your Sports Gear, Gym Bag, and Swim Suits: Gyms and Pools are Now Open and Competitive Sports are Back in Session

Littler ASAP

September 3, 2020

Michigan's New Executive Order Modifies Worker "Stay-At-Home" Requirements

Littler ASAP

August 28, 2020

Michigan Executive Order Requires Staffers to Wear Face Coverings in Childcare Centers and Camps

Littler ASAP

August 6, 2020

Michigan Governor Directs Robust Enforcement of COVID-19 Executive Orders

Littler ASAP

August 5, 2020

COVID-19 Steps Up, Michigan Steps Back: New Executive Order Reestablishes Previous Stay-at-Home Restrictions

Littler Insight

July 31, 2020

Michigan is Moving Toward Reopening, But it Will Not be "Business as Usual"

Littler Insight

May 6, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence

The Computer & Internet Lawyer

October 1, 2019

Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence

Michigan Bar Journal

June 1, 2019

Sixth Circuit Rejects Argument that Full-Time Job Requires Full-Time Hours in ADA Failure to Accommodate Case

Littler ASAP

August 1, 2018

Michigan Expands its Preemption Law to Cover Interview Limitations

Littler ASAP

March 29, 2018

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Michigan's Minimum Wage to Increase to \$9.25 Over Four Years

Littler ASAP

May 30, 2014

Speaking Engagements

Challenges Created by Remote Work and the Wandering Worker

Littler and ACC Michigan Webinar

June 17, 2021

Littler Roundtable: Preparing the Workplace and Workforce for the “Return to Work”

Detroit, MI

May 26, 2021

A COVID-19 Storm is Brewing: How Employers Respond Mandates When Whistleblowers Threaten

August 18, 2020

The Next Normal: Has COVID-19 Forever Changed Workplaces and Our Approach to Work?

July 21, 2020

Return to Work in Michigan – Managing the Next Phase of the Pandemic

June 1, 2020

What Managers Can Do to Mitigate Litigation Risk (And What You Can Do to Help Them)

Detroit, MI

May 22, 2019

44th Annual ICLE Labor & Employment Law Institute: The Year in Review for Human Resources Professionals (FMLA)

Detroit, MI

April 11, 2019

New Developments on the FMLA and ADA: Keeping Your Company Out of the Headlines

Detroit, MI

September 24, 2015