



Jacqueline A. Mrachek

Shareholder

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Focus Areas

Investigations
Whistleblowing and Retaliation
Unfair Competition and Trade Secrets
Discrimination and Harassment
Hiring, Performance Management and Termination

Overview

Jacqueline A. Mrachek represents employers in a broad range of employment-related disputes in both federal and state courts as well as administrative agencies such as the EEOC and Departments of Human Rights. Jacqueline focuses her litigation practice on:

- Discrimination, harassment and retaliation defense
- Whistleblowing and False Claims Act claims
- Enforcement of contracts, noncompetes, and restrictive covenants
- Disability and leaves of absence issues
- Crisis management

Jacqueline regularly conducts workplace investigations and climate assessments involving a variety of issues including gender bias, discrimination, theft, harassment, and executive improprieties.

Jacqueline counsels employers through the myriad range of employment issues. Her clients span many industries, including manufacturing, financial services, healthcare, insurance, religious institutions, construction and automotive.

Professional and Community Affiliations

- Member, Minnesota Women Lawyers, Advisory Board, 2001-present; President, 1999-2000; Executive Committee, 1998-2001; Board of Directors, 1996-2001
- Member, Diversity Committee, Hennepin County Bar, 1992-1995
- Member, Minnesota State Bar Association, Women in the Legal Profession Committee, 1992-1995; Board of Governors, Delegate, 1997-2000; Minority Bar Summit, 1998-2000

Recognition

- Named, Labor and Employment Star, *Benchmark Litigation*, 2020
- Named, Leading Lawyer, *Chambers USA*, 2019
- Named, Super Lawyer, Labor & Employment (Top 50 Women Minnesota Super Lawyers, 2010-2013; Top 100 Women Minnesota Super Lawyers, 2008-2009), *Minnesota Super Lawyers*, 2003-2019
- Named, Top 40 Employment Lawyers, *Minnesota Journal of Law and Politics*, 2004 and 2009
- Named, 100 People to Watch, *Minneapolis/St. Paul Magazine*, 2002
- Named, Bar Register of Preeminent Women Lawyers, Highest Rating in Legal Ability and Ethical Standards; Highest Peer Review Rating in Legal Ability and Ethical Standards, *Martindale-Hubbell*

Education

J.D., William Mitchell College of Law, 1990

B.A., College of Saint Benedict, 1986

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

Minnesota Supreme Court

Publications & Press

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Montana Releases FAQs on Vaccine Discrimination Law

Little ASAP

August 4, 2021

Little Ranked in Chambers USA Guide 2021

Little Press Release

May 27, 2021

Little Adds Shareholder Jacqueline Mrachek in Minneapolis

Little Press Release

January 28, 2020

Speaking Engagements

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

The Return to Office in Interesting Times - Staying Flexible and Positive to Benefit Your Organization

Minneapolis, MN

July 21, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

Minneapolis, MN

June 10, 2021

Impact of the False Claims Act in the Era of COVID-19

August 5, 2020

Remote Leadership in the Essential Age of Working From Home

May 14, 2020

Co-presenter, Gender Bias and #MeToo: Complying With the Law

CLE presentation

October 9, 2019

Co-presenter, Strategies for Developing and Litigating Non-Compete Agreements in a Fast-Changing Legal Landscape
2019 Upper Midwest Employment Law Institute, St. Paul, MN
May 21, 2019

Title VII and Failure to Accommodate
Legal Writing and Legal Skills for Students, University of Minnesota Law School
February 22, 2019

Co-presenter, Settlements, Releases and Non-Disclosure Agreements in Sexual Harassment Cases
2018 Upper Midwest Employment Law Institute, St. Paul, MN
May 21, 2018

Facilitator and panelist, #UsToo: Women Lawyers and Sexual Harassment Today
Minnesota Women Lawyers (MWL)
March 8, 2018

Facilitator and panelist, #UsToo: Women Lawyers and Sexual Harassment Today
Minnesota Women Lawyers (MWL)
March 8, 2018

Co-presenter, Employers, Beware! A U.K. and U.S. Guide to Preventing and Responding to Sexual Harassment in the Workplace
Webinar
December 2017

The New Federal Defend Trade Secrets Act: What Employers Need to Know and Recent Developments
2017 Upper Midwest Employment Law Institute, St. Paul, MN
May 2017

Books & Book Chapters

- *Hiring Handbook*, co-author, 2nd Edition, 2019 Upper Midwest Employment Law Institute, Minnesota CLE, May 21, 2019
- *Sexual Harassment - A Practical Guide to What Constitutes Unlawful Sexual Harassment*, co-author, May 21, 2018
- *Job Application Screening - A Practice Guide*, co-author, May 2014