



## Jacqueline F. Langland

Of Counsel

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### Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Leaves of Absence and Disability Accommodation  
Hiring, Performance Management and Termination

### Overview

Jacqueline F. Langland has spent the entirety of her law practice exclusively representing employers and members of management in labor and employment law.

Jacqueline routinely defends lawsuits and administrative charges alleging violation of federal, state, and local employment laws, such as Title VII of the Civil Rights Act of 1964, 42 U.S.C. 1981, The Arizona Civil Rights Act, the Iowa Civil Rights Act, the Nebraska Fair Employment Practice Act, the Family and Medical Leave Act, the Americans with Disabilities Act, Arizona's Fair Wages and Healthy Families Act, and the Fair Labor Standards Act. Jacqueline also brings and defends against unfair competition actions on behalf of employers, including claims for breach of noncompete, nonsolicitation, and nondisclosure agreements. Jacqueline prepares and litigates claims through trial.

A significant portion of Jacqueline's practice is also devoted to litigation prevention. She regularly provides day-to-day advice and counseling on issues like accommodations, disciplinary actions, terminations, and other employment issues. She prepares policies and guides employers through best practices in implementing them, ensuring consistent application, and training members of management and employees.

Jacqueline also has experience handling wage and hour audits before the Department of Labor and defending claims before the National Labor Relations Board.

Prior to becoming a management-side labor and employment attorney in 2014, Jacqueline served as the sole law clerk for all of the judges in Iowa's District 8A from 2012 to 2014. In law school, she was a full-tuition Law Merit Scholarship recipient, earned a Jurisprudence Award, was an articles editor on a journal, and was a research assistant for a professor.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-present
- Named, Rising Star, Great Plains, *Super Lawyers*, 2015-present

## Education

J.D., University of Iowa College of Law, 2012

B.A., South Dakota State University, 2009

## Bar Admissions

Arizona

Iowa

Nebraska

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona

U.S. District Court, Northern District of Iowa

U.S. District Court, Southern District of Iowa

U.S. District Court, District of Nebraska

## Publications & Press

**Littler Adds Jacqueline Langland in Growing Phoenix Office**

*Littler Press Release*

May 10, 2023

**Indian Status Under the Major Crimes Act**

*15 J. Gender, Race & Just. 109*

2012

## **Speaking Engagements**

### **2023 Arizona Regional Employer Conference**

Phoenix, AZ

November 1, 2023