

## Jeanine Conley Daves

Office Managing Shareholder

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### Focus Areas

Whistleblowing, Compliance and Investigations  
Discrimination and Harassment  
Wage and Hour  
Litigation and Trials  
Unfair Competition and Trade Secrets  
Financial Services

### Overview

Jeanine Conley Daves has represented many of the nation's leading companies in employment-related disputes and workplace investigations. She has successfully tried cases in both state and federal court and has significant experience litigating race, age, gender, religion and disability discrimination lawsuits, wage and hour class and collective actions and whistleblower and retaliation claims. Jeanine advises and counsels clients in all industries, particularly the manufacturing, retail, financial services and media and entertainment industries and has represented clients before numerous government agencies. She navigates clients through all areas of employment law, from hiring to termination, and regularly counsels clients on issues related to:

- Whistleblower and retaliation laws
- Sexual harassment in the workplace/internal investigations
- Title VII of the Civil Rights Act
- Compliance with federal and state wage and hour laws
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Age Discrimination in Employment Act (ADEA)
- Leave policies
- Reductions in force

Through her experience as a trial lawyer, Jeanine is able to strategize with her clients to resolve employment disputes through the most cost-effective and efficient means for the client by obtaining favorable settlements, dismissal of actions through summary judgment or full defense verdicts at trial. Jeanine also provides extensive pre-litigation advice and counsel to clients and regularly conducts trainings on all facets of employment law and assists clients with revising employee handbooks, policies, and procedures and drafts employment agreements and restrictive covenants.

Jeanine served as a clerk to the Hon. William G. Bassler in the District Court of the District of New Jersey and has been recognized frequently for her civic and community engagement. She is a Past Chair of the Board of the New York Urban League and is actively involved in several organizations.

## Professional and Community Affiliations

- Member, Board of Directors, Lawyers' Committee for Civil Rights Under Law
- Immediate Past Chair, Board of Directors, New York Urban League
- Past President, Lifetime Member, Association of Black Women Attorneys
- Alumni, Fellows Board, Former Fellow, Council of Urban Professionals
- Member, National Bar Association
- Member, American Bar Association
- Member, Alternate Dispute Resolution and Labor and Employment Committees, New York State Bar Association
- Member, Enhanced Diversity in the Profession Committee, New York City Bar Association, 2015-2018
- Member, Trade Secrets Committee, New York City Bar Association
- Past Chair, Committee on Minorities in the Profession, New York City Bar Association
- Member, Metropolitan Black Bar Association
- Member, Forum of Executive Women in Philadelphia
- Member, Board of Directors, New York International Children's Film Festival
- Member, Advisory Board, Former Chair, Urban Assembly School for Criminal Justice, 2012-2018
- Advisory Board, Legal Momentum, 2014-2016
- Member, Executive Committee, Network of Bar Leaders, 2013-2016

## Recognition

- Named, The Best Lawyers in America®, 2021-2024
- Named, CUP Catalyst in Law, *Council of Urban Professionals*, 2017
- Named, Private Practitioner of the Year, *Metropolitan Black Bar Association*, 2016
- Recipient, Outstanding Contribution to Furthering the Advancement of Minority Lawyers Award, *Chambers Women in Law*, 2015
- Named, Top 100 National Black Lawyers, 2014
- Named, 40 Under Forty, *The Network Journal*, 2013
- Named, Nation's Best Advocates: 40 Lawyers Under 40, *National Bar Association and IMPACT*, 2012
- Named, Top 10 Attorneys to Watch, *OBABL*, 2012

- Recipient, Diversity Champion Award , *New York City Bar Association* , 2011
- Named, Super Lawyer, New York, *Super Lawyers*, 2013-2016
- Named, Rising Star, New York Top Women Lawyers, *Super Lawyers*, 2012

## Education

J.D., Georgetown University Law Center, 2002

B.S., University of North Carolina, Chapel Hill, 1998

## Bar Admissions

Pennsylvania

New York

## Courts

U.S. Supreme Court

U.S. Court of Appeals, Federal Circuit

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

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

## Publications & Press

### **The Littler Annual Employer Survey 2024**

*Littler Report*

May 8, 2024

### **Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds**

*Littler Press Release*

May 8, 2024

### **Report: Mixed Results for Company Diversity Initiatives**

*Directors & Boards*

February 21, 2024

### **Effective DEI Programs Need Alignment Among Executives**

*WorldatWork*

February 8, 2024

**DEI programs are under fire but many companies continue to prioritize diversity efforts**

*American City Business Journals*

February 5, 2024

**US companies increasing diversity efforts even amid more vocal pushback, study finds**

*The Global Legal Post*

January 11, 2024

**Amid DEI backlash, employers say they're 'doubling down' on commitment**

*Human Resource Executive*

January 11, 2024

**Littler's Inclusion, Equity and Diversity C-Suite Survey Report**

*Littler Report*

January 10, 2024

**Many Companies Doubling Down on DEI Despite Backlash**

*Corporate Counsel*

January 10, 2024

**Political backlash, lawsuits fail to deter US firms from diversity goals**

*International Employment Lawyer*

January 10, 2024

**C-Suite Executives Committed to Inclusion, Equity and Diversity Despite Backlash and Legal Challenges, Littler Survey Finds**

*Littler Press Release*

January 10, 2024

**Employers Embracing DEI Despite Seeing Risk, Survey Says**

*Law360 Employment Authority*

January 10, 2024

**10 NY Managing Partners On Their Priorities For 2024**

*Law360 Pulse*

January 2, 2024

**Slow Going: Despite diversity gains, some law firm leaders bemoan lack of progress**

*ABA Journal*

December 1, 2022

**Viewpoint: Bold corporate leadership needed to eliminate Equal Pay Day**

*Philadelphia Business Journal*

March 24, 2022

**Littler's Jeanine Conley Daves Appointed as Office Managing Shareholder in New York City**

*Littler Press Release*

February 1, 2022

**New York Dramatically Expands Whistleblower Rights**

*Littler ASAP*

November 10, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Avoiding Whistleblower Claims In The COVID-19 Era**

*Chief Executive*

March 23, 2021

**Conversations with Women: The Mentor-Mentee Relationship**

*Littler Podcast*

March 17, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award**

*Littler Press Release*

January 22, 2020

**Ten Tips for How to Spot a Whistleblower and Prevent Retaliation**

*Corporate Counsel Newsletter*

February 14, 2018

**Council of Urban Professionals Recognizes Jeanine Conley as 2017 Catalyst in Law**

*Littler Press Release*

November 7, 2017

**Metropolitan Black Bar Association Honors Judge Kuntz During Awards Gala**

*Brooklyn Eagle*

May 25, 2017

**Littler's Jeanine Conley Named Chair of the New York Urban League Board**

*Littler Press Release*

April 25, 2017

**Supreme Court Endorses FCA Implied False Certification Theory of Liability with Limitations**

*Littler Insight*

June 22, 2016

**Littler Adds Experienced Litigator Jeanine Conley in Philadelphia and New York**

*Littler Press Release*

May 23, 2016

**Meet the Women Rainmakers: Interview by Mavis Gragg**

*Law Practice Today, ABA Law Practice Division*

August 2013

**2013: What's New in U.S. Employment Law**

*New York State Bar Association Corporate Counsel Newsletter, Vol. 31, No. 1*

Spring/Summer 2013

## **Speaking Engagements**

**IE&D for Lawyers: Diversity Within the Legal Field and Navigating Diversity Efforts in the Wake of Recent Decisions**

November 30, 2023

**Manufacturing Roundtable**

Charlotte, NC

June 22, 2023

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**Diversity, Equity, and Inclusion in the Workforce**

CNBC Workforce Executive Council

June 8, 2023

**Conducting Lawful Investigations in the Evolving Workplace**

Littler Executive Employer Conference, Phoenix, AZ  
May 10, 2023

**Yet More Major New Changes in NY State and City Employment Law?!?**

March 15, 2023

**Trade Secrets Overview: Identification**

New York City Bar Association  
December 12, 2022

**COVID 19: Navigating Employment Law Issues in the New Normal**

Elevating Black Excellence CLE  
May 12, 2022

**Conducting Lawful Investigations in the Evolving Workplace**

Littler Executive Employer Conference  
May 4, 2022

**It's Not Just About COVID! Major New Changes in NY State and City Employment Law**

February 16, 2022

**Corporate and Regulatory Compliance Boot Camp 2021 - Internal Investigations 101**

Financial Poise Webinar  
November 11, 2021

**Understand the Legal Issues Regarding Pay Equity and How They Affect You**

Client Webinar  
May 20, 2021

**Evolving Service Delivery to Meet the Transforming Legal Landscape**

2021 Executive Employer Conference  
May 14, 2021

**The EEOC: What to Expect from the New Administration**

2021 Executive Employer Conference  
May 12, 2021

**COVID-19 and Return to Work Update**

Elevating Black Excellence Regional Summit Series: A Showcase for Black Partners  
May 10, 2021

**FMLA Leave for Workers With Chronic Illness: Verifying Medical Treatment, Avoiding Abuse**

Strafford Webinar

July 21, 2020

**COVID-19 FAQs with Littler**

April 22, 2020

**COVID-19: Navigating the Workplace Impact**

MBBALearns Webinar

April 9, 2020

**COVID-19 FAQs with Littler**

Greenville SHRM Webinar

April 9, 2020

**Can I Terminate: Considerations and Implications for Employers**

Philadelphia, PA

June 25, 2019

**2019 Philadelphia Regional Employer Conference**

Philadelphia, PA

April 2, 2019

**Crisis Management for In-house Counsel**

New York State Bar Association: Corporate Counsel Section panelist

November 14, 2018

**Sexual Harassment in the #MeToo Era**

National Bar Association: Labor and Employment Section moderator

October 26, 2018

**Investigations in the Wake of #MeToo**

NYC SHRM: Legislative and Legal Conference speaker

October 18, 2018

**Five Ways to Protect Your Company and Other Considerations in the #MeToo Era**

Corporate Counsel Women of Color panelist

October 10, 2018



**Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**Restrictive Covenants and Proprietary Information: Avoiding Pitfalls, Recent Legal Developments and Consideration of Arbitration as a Lower-Cost Alternative**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Understanding Employment Law: Sexual Harassment and the #MeToo Movement**

PLI faculty speaker

April 12, 2018

**Diversity in the Legal Profession**

Lawline faculty speaker

March 22, 2018

**Employment Law Update: From Harvey Weinstein to John Smith: Harassment in the Workplace and How to Respond When Claims are Made**

Metropolitan Black Bar Association, Labor and Employment panelist

March 12, 2018

**Navigating the Mixed-Motive Causation Standard in Title VII, ADA and FMLA Claims**

Strafford Webinar

February 8, 2018

**Panelist, Attacking and Defending Non-Competition and Non-Solicitation Agreements**

National Bar Association Labor & Employment Section Annual Conference, Atlanta, GA

October 27, 2017

**Oiling the Squeakiest Wheel: How to Handle a Whistleblower and Prevent Retaliation**

October 25, 2017

**Gender Bias in the Law**

Thomson Reuters Webinar

September 6, 2017

**Conducting Efficient, Effective, and Lawful Workplace Investigations**

The 2017 Executive Employer® Conference, Phoenix, AZ

May 12, 2017

**What Turns an Employee into a Whistleblower and Are Whistleblowers Good for an Organization?**

May 11, 2017

**Psychological Issues in the Legal Profession**

PLI faculty speaker

May 10, 2017

**Employment Law Update: Internal Investigations and Whistleblower Retaliation**

Metropolitan Black Bar Association, Labor and Employment Section panelist

March 1, 2017

**Financial Services and Corporate Compliance**

New York, NY

November 30, 2016

**Posting and Tweeting Ethically - What Attorneys Need to Know**

National Bar Association Conference

July 20, 2016

**How to Handle an Employment Discrimination Case**

New York County Lawyers Association, panelist

May 16, 2016

**Employment Law Update**

Metropolitan Black Bar Association, panelist

November 5, 2015

**Employment Laws: Intersection with Diversity and Affirmative Action**

Financial Services Diversity Roundtable, speaker

October 20, 2015

**Ethics for Commercial Litigators**

Practicing Law Institute, faculty

April 30, 2014, June 26, 2013, and June 26, 2012

**Ethics for Corporate Lawyers, Multijurisdictional Practice and Other Current Issues**

Practicing Law Institute, faculty

March 6, 2014

**Corporate Whistleblowing: How to Effectively Encourage Internal Reporting of Fraud and Abuse**

West Legal Ed Center webinar, co-presenter

December 12, 2013