

Jennifer Fox Swain

Shareholder

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Focus Areas

Discrimination and Harassment
Policies, Procedures and Handbooks
Leaves of Absence and Disability Accommodation
Wage and Hour
Arbitration

Overview

Jennifer Fox Swain has represented management in employment matters for more than 25 years. Her practice includes litigation in state and federal courts, as well as before arbitrators, the Department of Labor, the Equal Employment Opportunity Commission (EEOC) and other state and federal agencies. Jennifer also has experience handling class and systemic cases brought by the EEOC.

Additionally, Jennifer regularly advises employers on issues relating to compliance with various employment discrimination statutes, rules and regulations and counsels employers on day-to-day personnel issues. She also assists employers with the development, drafting, implementation and enforcement of workplace policies and procedures.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Section, Alabama Bar Association
- Member, Women's Section, Birmingham Bar Association

Recognition

- Named, The Best Lawyers in America®, 2018-2025

- Ranked, Labor & Employment, *Chambers USA*, 2020-2024
- Named, Top Women Attorneys, *B-Metro Magazine*, 2015-2019
- Named, Top Lawyers, *B-Metro Magazine*, 2017-2019

Education

J.D., University of Notre Dame Law School, 1994, *cum laude*

B.A., University of Notre Dame, 1989, *cum laude*

Bar Admissions

Alabama

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Northern District of Alabama

Publications & Press

Little Ranked in 2024 Chambers USA Guide

Little Press Release

June 6, 2024

Little Recognized in 2023 Chambers USA Guide

Little Press Release

June 6, 2023

TikTokers, Tokers and Terminations: The Brave New World of Regulating Employee Conduct and Expression

American Bar Association

August 31, 2022

Little Ranked in Chambers USA Guide 2022

Little Press Release

June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Little Lawyers

Little Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

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

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler Mendelson Welcomes New Shareholders To Birmingham Office

Littler Press Release

February 10, 2010

Speaking Engagements

Something Wicked This Way Comes: Supreme Court and 11th Circuit Update

Panel Discussion, Annual Meeting of the Labor & Employment Law Section – Alabama Bar Association
2018

Sailing Through the Arbitration Waters – What Floats and What Sinks

Panel Discussion, Mid-Winter Meeting, Employment Rights and Responsibilities Committee – American Bar Association
2015

Ethics and Professional Responsibility in Mediation

Panel Discussion, Mid-Winter Meeting, Employment Rights and Responsibilities Committee – American Bar Association
2013

Plenty of Jobs at the Hotel Coronado: We Can Use You Here, If Your Record's Clear

Panel Discussion, Mid-Winter Meeting, Employment Rights and Responsibilities Committee – American Bar Association
2010

Employment Practices Liability Insurance: Ethical Issues When the Defendant Isn't Paying

Panel Discussion, Mid-Winter Meeting, Ethics and Professional Responsibility Committee – American Bar Association
2009

As Twisted As Mangrove Forest: Sorting Through Coverage Complexities in Employment Matters

Panel Discussion, Mid-Winter Meeting, Employment Rights and Responsibilities Committee – American Bar Association
2009

Strong Foundations Build Strong Cases

Panel Discussion, Mid-Winter Meeting, Employment Rights and Responsibilities Committee – American Bar Association
2007

Employment Rights and Responsibilities

Mid-Winter Meeting, Employment Rights and Responsibilities Committee – American Bar Association
2006

The Basics: Employment Rights and Responsibilities

Annual Meeting – American Bar Association
2005-2006

Annual Corporate Check Up: Five Steps to a Healthy and Prosperous Year – Avoid Claims of Employment Discrimination and Harassment

Birmingham Regional Chamber of Commerce
2002