



## Lillian T. Manning

Associate

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## Focus Areas

Litigation and Trials

Discrimination and Harassment

Policies, Procedures and Handbooks

Training - Compliance, Ethics, Leadership

Wage and Hour

## Overview

Lillian Manning represents the interests of employers before state and federal courts as well as administrative agencies, such as the Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, and the Illinois Department of Human Rights. She litigates individual, class, and collective actions on a wide variety of matters, including employment discrimination and retaliation, workers' compensation retaliation, wage and hour, biometric privacy, and wrongful termination claims brought under the ADA, FMLA, Title VII, MHRA, IHRA, FLSA, MMWL, BIPA, and other state and federal laws governing employment. Lillian also provides counseling to employers on general compliance matters arising under various federal, state, and local laws. Her practice also includes the development of employment policies and procedures, policy and procedure training, and internal investigations.

Prior to joining Littler, Lillian's practice focused on complex civil litigation including extensive work with discovery and motion practice. During law school, she worked at a mid-sized firm in Nebraska and clerked for Supervisory Administrative Judge Tatjana Schwendinger at the Equal Employment Opportunity Commission. She was also the primary editor of the *Washington University Journal of Law and Policy*, and received a CALI Award recognizing her as the top student attorney in the Washington University in St. Louis School of Law Entrepreneurship and Intellectual Property Clinic. Throughout her education, Lillian focused on the interconnections of law, human resources, and business ethics.

## Professional and Community Affiliations

- Member, The Women Lawyers' Association of Greater St. Louis, 2015-present
- Member, Bar Association of Metropolitan St. Louis, 2015-present
- Big Sister, Big Brothers Big Sisters, 2012-present
- Volunteer, National MS Society, 1997-present
- President, St. Louis Area Alumnae Association, Kappa Kappa Gamma, 2021-2023
- Bridging the Gap Chair, Young Lawyers Division, The Bar Association of Missouri St. Louis, 2018-2020
- President, Washington University in St. Louis School of Law Labor and Employment Law Society, 2015

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2024
- Young Lawyers Division Award of Merit, *The Bar Association of Metropolitan St. Louis*, 2019
- Order of the Barristers, 2015
- Recipient, Washington University in St. Louis School of Law, *CALI Award, Entrepreneurship and Intellectual Property Clinic*, 2015
- Semi-Finalist, *Wiley Rutledge Moot Court Competition*, 2013-2014
- Beta Gamma Sigma Business Honor Society, *Creighton University*, 2012

## Education

J.D., Washington University in St. Louis, School of Law, 2015, *cum laude*

B.S./B.A., Creighton University, 2012, *summa cum laude*

## Bar Admissions

Missouri

Illinois

## Publications & Press

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

*Littler Press Release*

August 19, 2021

### **You Put Your Mask Order On, You Take Your Mask Order Off: What the St. Louis Face Covering Orders Are All About**

*Littler ASAP*

July 29, 2021

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

*Littler Press Release*

August 20, 2020

**Missouri and the St. Louis Region Get Back to Work: Business Guidelines, Practical Considerations, and Resources**

*Littler Insight*

May 13, 2020

**Kansas “Stay Home” Order – What It Means For Employers**

*Littler ASAP*

April 6, 2020

**What Employers Need to Know About the Newly Issued “Stay Home Missouri” Order and COVID-19 Resources for Missouri Businesses**

*Littler ASAP*

April 5, 2020

**State and Local COVID-19 Orders Affecting the St. Louis Region – What Does This Mean for Employers?**

*Littler ASAP*

March 22, 2020

## **Speaking Engagements**

**Ethical Issues and Best Practices for Workplace Investigations**

Missouri Employment Conference

May 12, 2021

**COVID-19’s Litigation Aftermath: Preparing for the Coming Wave of Legal Claims**

October 13, 2020