



## Shannon Huygens

Special Counsel

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## Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Policies, Procedures and Handbooks  
Training - Compliance, Ethics, Leadership  
Higher Education

## Overview

Shannon Huygens represents employers in litigation on a broad range of employment matters arising under federal and state laws, including:

- Employment discrimination
- Family and medical leave
- Harassment
- Retaliation
- Unemployment compensation
- Wrongful discharge
- Wage and hour violations
- Misappropriation of trade secrets
- Unfair competition

Shannon frequently appears in state and federal courts and before the Equal Employment Opportunity Commission, and other state and local agencies governing employment law disputes.

Shannon's practice also focuses on litigation avoidance and she routinely counsels employers on regulatory compliance, discipline, termination and other best workplace practices.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, West Virginia Bar Association
- Member, Federal Court and Civil Litigation Sections, Allegheny County Bar Association

## Recognition

- Named, Pennsylvania Rising Star for Employment Law Litigation, 2009-2023
- National Association of Women Business Owners Greater Pittsburgh Chapter, 2007
- Recipient, Make the Connection Award

## Education

J.D., University of Pittsburgh School of Law, 2003

B.A., University of Pittsburgh, 2000, *cum laude*

## Bar Admissions

Pennsylvania

West Virginia

## Courts

U.S. Supreme Court

Pennsylvania Supreme Court

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

U.S. District Court, Western District of Michigan

## Publications & Press

**U.S. Department of Education Issues Long-Awaited Final Title IX Regulations**

*Littler Insight*

April 22, 2024

**Littlel Welcomes Back Shannon Huygens as Special Counsel in Pittsburgh**

*Littlel Press Release*

April 15, 2024

**Third Circuit Examines Cat's Paw Retaliation Theory**

*Littlel Insight*

August 23, 2011

**Local Ordinance Prohibits Discrimination on Basis of Sexual Orientation and Gender Identity**

*Perspectives*

September 2009

**Local Ordinance Prohibits Discrimination on the Basis of Sexual Orientation and Gender Identity with Some Employers Exempted**

*Littlel Insight*

July 9, 2009

**Preparing For a Pandemic**

*The Pennsylvania Lawyer*

September/October 2008

**Preparing for a Pandemic**

*The Pennsylvania Lawyer*

September 1, 2008

**Third Circuit Rules Title VII Protects Women Who Have an Abortion**

*Littlel Insight*

June 6, 2008

**Balancing Employee Free Choice: Withdrawal of Union Recognition During the Life of the Contract**

*Littlel Insight*

August 28, 2007

**The Lessons of Ledbetter v. Goodyear Tire & Rubber Co., Inc.**

*Perspectives*

July 2007

**The Dangers of Overbroad Work Rules: Union-Free and Unionized Employers Beware**

*Littlel Insight*

March 1, 2007

**No Substitutes Please: Pennsylvania Non-Lawyers Barred From Representing Employers in Unemployment Compensation Proceedings**

*Littler Insight*

February 1, 2005

**Speaking Engagements**

**Assessing the Risk of Employee Discipline and Termination Decisions**

PHRA Employment Law Day, Pittsburgh, PA

December 12, 2019

**How to Win (or Defend Against) Summary Judgment Motions in Employment Cases**

Pennsylvania Bar Institute

February 10, 2015

**When Can An Employer Terminate an Employee For Comments Made on a Social Networking Site**

PHRA Annual Conference, Pittsburgh, PA

October 8, 2014

**The Employee From Hell**

Charleston, WV

October 10, 2012

**The Employee from Hell**

Pittsburgh, PA

February 8, 2012

**Social Media in the Workplace**

Pittsburgh Human Resources Association

October 4, 2011

**Introduction to Employment Law**

West Virginia Bar Association

April 7, 2011

**H1N1 Flu: Preparing the Workplace for a Pandemic**

Pittsburgh, PA

October 14, 2009

**Human Resource Law Update**

National Business Institute

September 27, 2007

**Family and Medical Leave Act in Pennsylvania**

Lorman Education Services

December 5, 2006

**Advanced Topics in the Family and Medical Leave Act**

Lorman Education Services

April 27, 2006