



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

Little 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