



## Jacqueline F. Langland

Of Counsel

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Leave and Accommodation  
HR Advice and Counsel

## Overview

Jacqueline F. Langland has spent the entirety of her law practice exclusively representing employers and members of management in labor and employment law.

Jacqueline routinely defends lawsuits and administrative charges alleging violation of federal, state, and local employment laws, such as Title VII of the Civil Rights Act of 1964, 42 U.S.C. 1981, The Arizona Civil Rights Act, the Iowa Civil Rights Act, the Nebraska Fair Employment Practice Act, the Family and Medical Leave Act, the Americans with Disabilities Act (ADA), Arizona's Fair Wages and Healthy Families Act (FWHFA), and the Fair Labor Standards Act (FLSA). Jacqueline also brings and defends against unfair competition actions on behalf of employers, including claims for breach of noncompete, nonsolicitation, and nondisclosure agreements. Jacqueline prepares and litigates claims through trial.

Outside of litigation, a significant portion of Jacqueline's practice is also devoted to litigation prevention. She regularly provides day-to-day advice and counseling on issues like accommodations, disciplinary actions, terminations, and other employment issues. She prepares policies and guides employers through best practices in implementing them, ensuring consistent application, and trains members of management and employees on company policies and best legal practices.

Jacqueline also has experience handling wage and hour audits before the Department of Labor and defending claims before the National Labor Relations Board.

Prior to becoming a management-side labor and employment attorney in 2014, Jacqueline served as the sole law clerk for all of the judges in Iowa's District 8A from 2012 to 2014. In law school, she was a full-tuition Law Merit Scholarship recipient, earned a Jurisprudence Award, was an articles editor on a journal, and was a research assistant for a professor.

## Selected Matters

While future success isn't guaranteed based on past results, some of Jacqueline's favorite litigation-related career highlights include:

- Chairing a two-week jury trial that culminated in a complete defense verdict for her client in a case alleging discrimination, harassment, retaliation, and failure to accommodate. Jacqueline's witnesses at trial included, but were not limited to, the main alleged adverse actor/harasser and the Human Resources Manager responsible for investigating Plaintiff's numerous internal complaints. Jacqueline argued nearly all pre-trial and trial motions. The verdict in favor of Jacqueline's client was upheld on appeal.
- Obtaining early dismissal of a case asserting a private cause of action for civil penalties under FWHFA for failing to meet recordkeeping and posting requirements. The Court found on Motion to Dismiss that there was no private cause of action and dismissed the case against Jacqueline's client. The issue was a matter of first impression in Arizona state court at the time.
- Defending a case raising a niche issue about the damages that could be recovered for purported lactation break and space requirements under the FLSA. After significant discovery and briefing, the Court granted summary judgment in favor of Jacqueline's client on the FLSA claims, finding Plaintiff had not established recoverable damages.
- Defending a client in a lawsuit involving matters of first impression about negative certifications and the five-day designation notice requirement under the FMLA. Jacqueline presented her client's position in an over two-hour oral argument to the Court. The Court granted summary judgment in favor of Jacqueline's client on all but one claim.
- Obtaining complete summary judgment for a client in a six-Plaintiff wrongful termination suit under the Fair Housing Act.
- Winning a Motion for Sanctions against a former employee's counsel. The Court ordered opposing counsel to pay Jacqueline's client over \$20,000 in attorneys' fees because of the successful Motion for Sanctions.
- Obtaining early dismissal of an entire case asserting unique claims under the Racketeer Influenced and Corrupt Organizations Act and the ADA.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-present
- Named, Rising Star, Great Plains, *Super Lawyers*, 2015-present

## Education

J.D., University of Iowa College of Law, 2012

B.A., South Dakota State University, 2009

## Bar Admissions

Arizona

Iowa

Nebraska

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona

U.S. District Court, Northern District of Iowa

U.S. District Court, Southern District of Iowa

U.S. District Court, District of Nebraska

## Publications & Press

### **Littler Adds Jacqueline Langland in Growing Phoenix Office**

*Press Release*

May 10, 2023

### **Indian Status Under the Major Crimes Act**

*15 J. Gender, Race & Just. 109*

2012

## Events & Speaking Engagements

### **2024 Arizona Regional Employer Conference**

Phoenix, AZ

October 30, 2024

### **2023 Arizona Regional Employer Conference**

Phoenix, AZ

November 1, 2023