Jeanine Conley Daves

Office Managing Shareholder

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Practice Areas

Whistleblowing, Compliance and Investigations
Discrimination and Harassment
Wage and Hour
Litigation and Trials
Unfair Competition and Trade Secrets
Inclusion, Equity and Diversity
Financial Services

Overview

Jeanine Conley Daves has represented many of the nation's leading companies in employment-related disputes and workplace investigations. She has successfully tried cases in both state and federal court and has significant experience litigating race, age, gender, religion and disability discrimination lawsuits, wage and hour class and collective actions and whistleblower and retaliation claims. Jeanine advises and counsels clients in all industries, particularly the manufacturing, retail, financial services and media and entertainment industries and has represented clients before numerous government agencies. She navigates clients through all areas of employment law, from hiring to termination, and regularly counsels clients on issues related to:

- Whistleblower and retaliation laws
- Sexual harassment in the workplace/internal investigations
- Title VII of the Civil Rights Act
- Compliance with federal and state wage and hour laws
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Age Discrimination in Employment Act (ADEA)
- Leave policies
- Reductions in force

Through her experience as a trial lawyer, Jeanine is able to strategize with her clients to resolve employment disputes through the most cost-effective and efficient means for the client by obtaining favorable settlements, dismissal of actions through summary judgment or full defense verdicts at trial. Jeanine also provides extensive pre-litigation advice and counsel to clients and regularly conducts trainings on all facets of employment law and assists clients with revising employee handbooks, policies, and procedures and drafts employment agreements and restrictive covenants.

Jeanine served as a clerk to the Hon. William G. Bassler in the District Court of the District of New Jersey and has been recognized frequently for her civic and community engagement. She is a Past Chair of the Board of the New York Urban League and is actively involved in several organizations.

Professional and Community Affiliations

- Member, Board of Directors, Lawyers' Committee for Civil Rights Under Law
- Immediate Past Chair, Board of Directors, New York Urban League
- Past President, Lifetime Member, Association of Black Women Attorneys
- Alumni, Fellows Board , Former Fellow, Council of Urban Professionals
- Member, National Bar Association
- Member, American Bar Association
- Member, Alternate Dispute Resolution and Labor and Employment Committees, New York State Bar Association
- Member, Enhanced Diversity in the Profession Committee, New York City Bar Association, 2015-2018
- Member, Trade Secrets Committee, New York City Bar Association
- Past Chair, Committee on Minorities in the Profession, New York City Bar Association
- Member, Metropolitan Black Bar Association
- Member, Forum of Executive Women in Philadelphia
- Member, Board of Directors, New York International Children's Film Festival
- Member, Advisory Board, Former Chair, Urban Assembly School for Criminal Justice, 2012-2018
- Advisory Board, Legal Momentum, 2014-2016
- Member, Executive Committee, Network of Bar Leaders, 2013-2016

Recognition

- Named, The Best Lawyers in America®, 2021-2027
- Named, America's Top Women Lawyers, *Forbes*, 2026
- Named, America's Top Lawyers, *Forbes*, 2026
- Named, CUP Catalyst in Law, *Council of Urban Professionals*, 2017
- Named, Private Practitioner of the Year, *Metropolitan Black Bar Association*, 2016
- Recipient, Outstanding Contribution to Furthering the Advancement of Minority Lawyers Award , *Chambers Women in Law*, 2015
- Named, Top 100 National Black Lawyers , 2014
- Named, 40 Under Forty, *The Network Journal* , 2013
- Named, Nation's Best Advocates: 40 Lawyers Under 40, *National Bar Association and IMPACT*, 2012

- Named, Top 10 Attorneys to Watch, *OBABL*, 2012
- Recipient, Diversity Champion Award , *New York City Bar Association* , 2011
- Named, Super Lawyer, New York, *Super Lawyers*, 2013-2016
- Named, Rising Star, New York Top Women Lawyers, *Super Lawyers*, 2012

Education

J.D., Georgetown University Law Center, 2002
B.S., University of North Carolina, Chapel Hill, 1998

Bar Admissions

Pennsylvania
New York

Courts

U.S. Supreme Court
U.S. Court of Appeals, Federal Circuit
U.S. Court of Appeals, 2nd Circuit
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York
U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Middle District of Pennsylvania

Publications & Press

A Different Kind of Pilot: Deposition Simulator Emerges as a Training Tool for Big Law Associates
Law.com Legaltech News
June 22, 2026

AI's Real Promise for Law Firms: Transforming Associate Training Through Deliberate Practice and Data-Driven Feedback
Law.com
February 24, 2026

Some Employers Are Wary of Trump Policies
Material Handling & Logistics
June 23, 2025

Franchises Shift Language, but Largely Keep Diversity, Inclusion Focuses
Franchise Times
June 6, 2025

DEI, Immigration Regulations Lead List of Employers' Concerns
Corporate Compliance Insights
May 9, 2025

The Littler Annual Employer Survey 2025
Littler Report
May 7, 2025

U.S. Employers Expect Significant Impact From Regulatory Shifts on Immigration and Inclusion, Equity & Diversity, Littler Survey Shows
Press Release
May 7, 2025

The Global Guide Quarterly (Quarter 1, 2025)
Littler Global Guide Quarterly
April 23, 2025

How companies like Delta and Cisco are sticking up for their DEI policies
Fortune
April 4, 2025

The Landscape of Businesses' Inclusion, Equity and Diversity Commitments
Greater Phoenix In Business
March 31, 2025

Women in the Workplace: Navigating the Broken Rung
Connecticut Business & Industry Association
March 21, 2025

Why CEOs Shouldn't Be Afraid Of Asset Management Firms
Forbes
March 17, 2025

Littler Elects Six New Members to 2025 Board of Directors
Press Release
March 17, 2025

Is your org staying invested in corporate DEI? You're not alone
HR Executive
March 14, 2025

The Playbook: What's sparking layoff concerns for employees
American City Business Journals
March 12, 2025

Nearly half of company leaders say they plan to stick with their DEI policies despite the Trump-fueled backlash
Fortune
March 4, 2025

Companies cautiously navigate DEI landscape as federal policies shift
American City Business Journals
March 3, 2025

Littler's Inclusion, Equity and Diversity C-Suite Survey Report 2025
Littler Report
February 26, 2025

Companies Largely Maintain Inclusion, Equity, and Diversity Commitments Amid Trump Anti-IE&D Policies, Though Concerns About Legal Risks Grow, Littler Survey Finds
Press Release
February 26, 2025

Cos. Not In Rush To Abandon DEI Measures, Report Says
Law360
February 26, 2025

Corporate leaders proceed with caution on DEI changes under new administration
American City Business Journals
February 26, 2025

Companies stay quiet on DEI in the Trump era
Axios
February 26, 2025

'Marked Lack of Clarity': Many Companies Holding Line on DEI, but Trump's Threats Have Them Worried
Corporate Counsel
February 26, 2025

C-Suites Delay DEI Rollbacks Despite Trump Enforcement Threat
Bloomberg Law
February 26, 2025

Diversity Under Fire: The Corporate Push to Preserve DEI in Trump's America
Corporate Compliance Insights
February 19, 2025

As DEI backlash builds, here's how employee support is changing
American City Business Journals
August 7, 2024

The Littler Annual Employer Survey 2024
Littler Report
May 8, 2024

Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds
Press Release
May 8, 2024

Report: Mixed Results for Company Diversity Initiatives
Directors & Boards
February 21, 2024

Effective DEI Programs Need Alignment Among Executives
WorldatWork
February 8, 2024

DEI programs are under fire but many companies continue to prioritize diversity efforts
American City Business Journals
February 5, 2024

US companies increasing diversity efforts even amid more vocal pushback, study finds
The Global Legal Post
January 11, 2024

Amid DEI backlash, employers say they're 'doubling down' on commitment
Human Resource Executive
January 11, 2024

Employers Embracing DEI Despite Seeing Risk, Survey Says
Law360 Employment Authority
January 10, 2024

Political backlash, lawsuits fail to deter US firms from diversity goals
International Employment Lawyer

January 10, 2024

Many Companies Doubling Down on DEI Despite Backlash
Corporate Counsel
January 10, 2024

Littler's Inclusion, Equity and Diversity C-Suite Survey Report
Littler Report
January 10, 2024

C-Suite Executives Committed to Inclusion, Equity and Diversity Despite Backlash and Legal Challenges, Littler Survey Finds
Press Release
January 10, 2024

10 NY Managing Partners On Their Priorities For 2024
Law360 Pulse
January 2, 2024

Slow Going: Despite diversity gains, some law firm leaders bemoan lack of progress
ABA Journal
December 1, 2022

Viewpoint: Bold corporate leadership needed to eliminate Equal Pay Day
Philadelphia Business Journal
March 24, 2022

Littler's Jeanine Conley Daves Appointed as Office Managing Shareholder in New York City
Press Release
February 1, 2022

New York Dramatically Expands Whistleblower Rights
Littler ASAP
November 10, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers
Press Release
August 19, 2021

Avoiding Whistleblower Claims In The COVID-19 Era
Chief Executive
March 23, 2021

Conversations with Women: The Mentor-Mentee Relationship
Littler Podcast
March 17, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Press Release
August 20, 2020

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award
Press Release
January 22, 2020

Ten Tips for How to Spot a Whistleblower and Prevent Retaliation
Corporate Counsel Newsletter
February 14, 2018

Council of Urban Professionals Recognizes Jeanine Conley as 2017 Catalyst in Law
Press Release
November 7, 2017

Metropolitan Black Bar Association Honors Judge Kuntz During Awards Gala
Brooklyn Eagle
May 25, 2017

Littler's Jeanine Conley Named Chair of the New York Urban League Board
Press Release
April 25, 2017

Supreme Court Endorses FCA Implied False Certification Theory of Liability with Limitations
Littler ASAP
June 22, 2016

Littler Adds Experienced Litigator Jeanine Conley in Philadelphia and New York
Press Release
May 23, 2016

Meet the Women Rainmakers: Interview by Mavis Gragg
Law Practice Today, ABA Law Practice Division
August 2013

2013: What's New in U.S. Employment Law
New York State Bar Association Corporate Counsel Newsletter, Vol. 31, No. 1

Spring/Summer 2013

Events & Speaking Engagements

2026 New York Regional Employer Conference
New York, NY
October 22, 2026

2025 Virtual Nonprofit Roundtable
January 23, 2025

2024 Tri-State Regional Employer Conference
New York, NY
September 19, 2024

Conducting Lawful Investigations in the New Workplace
Littler Executive Employer Conference, Phoenix, AZ
May 8, 2024

IE&D for Lawyers: Diversity Within the Legal Field and Navigating Diversity Efforts in the Wake of Recent Decisions
November 30, 2023

Manufacturing Roundtable
Charlotte, NC
June 22, 2023

2023 Tri-State Regional Employer Conference
New York, NY
June 20, 2023

Diversity, Equity, and Inclusion in the Workforce
CNBC Workforce Executive Council
June 8, 2023

Conducting Lawful Investigations in the Evolving Workplace
Littler Executive Employer Conference, Phoenix, AZ
May 10, 2023

Yet More Major New Changes in NY State and City Employment Law?!?
March 15, 2023

Trade Secrets Overview: Identification
New York City Bar Association
December 12, 2022

COVID 19: Navigating Employment Law Issues in the New Normal
Elevating Black Excellence CLE
May 12, 2022

Conducting Lawful Investigations in the Evolving Workplace
Littler Executive Employer Conference
May 4, 2022

It's Not Just About COVID! Major New Changes in NY State and City Employment Law
February 16, 2022

Corporate and Regulatory Compliance Boot Camp 2021 - Internal Investigations 101
Financial Poise Webinar
November 11, 2021

Understand the Legal Issues Regarding Pay Equity and How They Affect You
Client Webinar
May 20, 2021

Evolving Service Delivery to Meet the Transforming Legal Landscape
2021 Executive Employer Conference
May 14, 2021

The EEOC: What to Expect from the New Administration
2021 Executive Employer Conference
May 12, 2021

COVID-19 and Return to Work Update
Elevating Black Excellence Regional Summit Series: A Showcase for Black Partners
May 10, 2021

FMLA Leave for Workers With Chronic Illness: Verifying Medical Treatment, Avoiding Abuse
Strafford Webinar
July 21, 2020

COVID-19 FAQs with Littler
April 22, 2020

COVID-19: Navigating the Workplace Impact
MBBALearns Webinar
April 9, 2020

COVID-19 FAQs with Littler
Greenville SHRM Webinar
April 9, 2020

Can I Terminate: Considerations and Implications for Employers
Philadelphia, PA
June 25, 2019

2019 Philadelphia Regional Employer Conference
Philadelphia, PA
April 2, 2019

Crisis Management for In-house Counsel
New York State Bar Association: Corporate Counsel Section panelist
November 14, 2018

Sexual Harassment in the #MeToo Era
National Bar Association: Labor and Employment Section moderator
October 26, 2018

Investigations in the Wake of #MeToo
NYC SHRM: Legislative and Legal Conference speaker
October 18, 2018

Five Ways to Protect Your Company and Other Considerations in the #MeToo Era
Corporate Counsel Women of Color panelist
October 10, 2018

Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo
Littler Executive Employer, Phoenix, AZ
May 4, 2018

Restrictive Covenants and Proprietary Information: Avoiding Pitfalls, Recent Legal Developments and Consideration of Arbitration as a Lower-Cost Alternative
Littler Executive Employer, Phoenix, AZ
May 3, 2018

Understanding Employment Law: Sexual Harassment and the #MeToo Movement
PLI faculty speaker
April 12, 2018

Diversity in the Legal Profession
Lawline faculty speaker
March 22, 2018

Employment Law Update: From Harvey Weinstein to John Smith: Harassment in the Workplace and How to Respond When Claims are Made
Metropolitan Black Bar Association, Labor and Employment panelist
March 12, 2018

Navigating the Mixed-Motive Causation Standard in Title VII, ADA and FMLA Claims
Strafford Webinar
February 8, 2018

Panelist, Attacking and Defending Non-Competition and Non-Solicitation Agreements
National Bar Association Labor & Employment Section Annual Conference, Atlanta, GA
October 27, 2017

Oiling the Squeakiest Wheel: How to Handle a Whistleblower and Prevent Retaliation
October 25, 2017

Gender Bias in the Law
Thomson Reuters Webinar
September 6, 2017

Conducting Efficient, Effective, and Lawful Workplace Investigations
The 2017 Executive Employer® Conference, Phoenix, AZ
May 12, 2017

What Turns an Employee into a Whistleblower and Are Whistleblowers Good for an Organization?
May 11, 2017

Psychological Issues in the Legal Profession
PLI faculty speaker
May 10, 2017

Employment Law Update: Internal Investigations and Whistleblower Retaliation
Metropolitan Black Bar Association, Labor and Employment Section panelist
March 1, 2017

Financial Services and Corporate Compliance
New York, NY
November 30, 2016

Posting and Tweeting Ethically - What Attorneys Need to Know
National Bar Association Conference
July 20, 2016

How to Handle an Employment Discrimination Case
New York County Lawyers Association, panelist
May 16, 2016

Employment Law Update
Metropolitan Black Bar Association, panelist
November 5, 2015

Employment Laws: Intersection with Diversity and Affirmative Action
Financial Services Diversity Roundtable, speaker
October 20, 2015

Ethics for Commercial Litigators
Practicing Law Institute, faculty
April 30, 2014, June 26, 2013, and June 26, 2012

Ethics for Corporate Lawyers, Multijurisdictional Practice and Other Current Issues
Practicing Law Institute, faculty
March 6, 2014

Corporate Whistleblowing: How to Effectively Encourage Internal Reporting of Fraud and Abuse
West Legal Ed Center webinar, co-presenter
December 12, 2013