

Jeanine Conley Daves

Office Managing Shareholder

900 Third Avenue
New York, NY 10022
main: +1 (212) 583-9600
direct:
fax: +1 (212) 832-2719
jconley@littler.com



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®, 2021-2025
- 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

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

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