

Jennifer Robinson

Shareholder

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Practice Areas

Discrimination and Harassment
Investigations
Litigation and Trials
Class Action

Overview

A trusted advisor and strategic partner, Jen Robinson has extensive experience working closely with employers on a wide range of labor and employment law challenges. From C-suite investigations to high-stakes class action lawsuits, Jen develops forward-looking strategies that help clients solve their immediate problems and proactively address future challenges.

Relationships are at the heart of everything Jen does, which is why many of her clients have worked with her for years and trusted her with their most sensitive legal matters. They appreciate how she combines her deep knowledge of their business objectives with practical advice and shrewd strategies. She brings vibrancy, authenticity, and a collaborative spirit to every interaction. Most importantly, her approach generates results: She has a long track record of success resolving complex employment and labor issues both in and out of court.

Jen is frequently cited in the media as an authority on labor and employment issues and is routinely recognized as a business leader in the community. Her litigation, investigation, and advisory experience ranges across industries, including manufacturing, healthcare, and retail.

Outside her practice, Jen has committed extensive time, energy, and care into mentoring younger attorneys. She has mentored many attorneys in Littler's Nashville office—an office she established and led for a decade. Jen is also a longstanding advocate for and participant in Littler's award-winning Career Advocacy Program, which offers mentorship and career development opportunities to attorneys across the firm, as well as the firm's Women's Leadership Initiative.

Jen is also devoted to serving the Nashville community and regularly volunteers for a range of causes. She co-founded the Fulcrum Society of the YWCA of Nashville and Middle Tennessee, an organization that supports life-changing programs for girls and women, including survivors of domestic violence. Jen's legal work in the hospitality and entertainment sectors extends to her personal interests as she enjoys trying new local restaurants, traveling for food experiences, and attending the Tennessee Performing Arts Center's Broadway series.

Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association
- Member, Tennessee Bar Association
- Member, Nashville Bar Association
- Member, Labor and Employment Section, State Bar of California
- Member, Breakfast Club of Nashville
- Co-Founder and Former Co-Chair, Fulcrum Society, YWCA of Nashville & Middle Tennessee

Recognition

- Named, The Best Lawyers in America®, Litigation - Labor and Employment, 2017, 2019-2025
- Ranked, Labor & Employment, *Chambers USA*, 2011-2024
- Named, Women of Influence, *Nashville Business Journal*, 2017
- Named, In Charge – Legal, *Nashville Post Magazine*, 2016-2018, 2021
- Named, Best of the Bar, *Nashville Business Journal*, 2011-2015, 2021, 2023
- Recommended, Labour & Employment, *Who's Who Legal*, 2024

Education

J.D., Vanderbilt University Law School,
B.A., University of Virginia,

Bar Admissions

Tennessee
California

Courts

U.S. District Court, Middle District of Tennessee
U.S. District Court, Western District of Tennessee
U.S. District Court, Eastern District of Tennessee
U.S. District Court, Southern District of California
U.S. District Court, Northern District of California
U.S. District Court, Central District of California
U.S. District Court, Eastern District of California

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

The First 100 Days for Employers Under the Biden Administration

HR Professionals Magazine

May 25, 2021

How Nashville restaurants pivoted during COVID-19

The Tennessean

March 29, 2021

Lead Loudly: Female Leaders in the Workplace

WKRN

November 18, 2020

Nashville leaders share steps for a diverse and inclusive workplace

Nashville Business Journal

November 9, 2020

What Hospitality Employers Can Expect to See in Employment Law if Vice President Biden Wins the Election

Littler ASAP

September 2, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

New survey provides guidance for bringing employees back to work

Nashville Business Journal

August 17, 2020

Nashville attorneys on what you need to know about Covid-19 and the workplace

Nashville Business Journal

August 6, 2020

Employers most worried about workers' welfare as economy reopens

Tennessean

June 7, 2020

What's Hair Got To Do With It? An Update on the Crown Act

HR Professional Magazine

April 1, 2020

The New Year May Bring Changes for Tipped Employees

Tennessean

December 16, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

More fallout in the workplace from the #MeToo movement

Nashville Business Journal

August 2, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

Littler Lightbulb: Highlighting Five Trends in Hospitality

Littler ASAP

April 2, 2019

Mentorship Helped My Career and Helped Me Help Others

Tennessean

March 13, 2019

Guest column: A Nashville attorney on the unintended impact of #MeToo

Nashville Business Journal

March 8, 2019

A Nashville Attorney's Guide to Mentorship

Nashville Business Journal

February 22, 2019

What Risks Restaurants Should Consider Before Deploying AI, Robotics and Automation

Restaurant Dive

November 16, 2018

9 women executives on how MeToo has changed the way they mentor

Fast Company

October 23, 2018

Labor Lawyer Jen Robinson: Transparency critical for companies to narrow pay gap

Nashville Business Journal

October 4, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Boosting Diversity Through Mentorship

Nashville Bar Journal

August 13, 2018

Littler Names Co-Chairs of Hospitality Industry Group

Press Release

May 31, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

#TimesUp

Today's General Counsel

March 22, 2018

Apps Bypass HR to Send Harassment Reports Directly to Senior Leaders

SHRM Online

February 12, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

Tennessee Employers Subject to New Obligations to Report Healthcare Practitioners' Confirmed Drug (but not Alcohol) Tests and Test Refusals

Littler ASAP

July 12, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Press Release

May 26, 2017

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Press Release

May 27, 2016

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

Littler Named 2014 Recipient of Coca-Cola's "Living the Values" Award

Press Release

February 13, 2015

Events & Speaking Engagements

The State of Employment Law - What We Saw in 2023 and What's in Store for 2024

December 14, 2023

Lead Loudly: Female Leaders in the Workplace

March of Dimes TN Facebook Live

November 18, 2020

What to Expect? Considerations for Hospitality Employers Under the Next Administration

November 10, 2020

Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate

ACC Tennessee

August 12, 2020

Cornell Center for Innovative Hospitality Labor and Employment Relations Roundtable

Nashville, TN

October 4, 2019

Hospitality Industry Roundtable

2019 Littler Executive Employer Conference

May 8, 2019

None of Your Business? Discrimination and Leave Compliance Issues When Managing Employees with Substance Addictions

Nashville, TN

September 13, 2018

Conducting Lawful Workplace Investigations

Middle Tennessee SHRM HR Workshop, Nashville, TN

June 19, 2018

General Session: The Littler Report

2018 Littler Executive Employer Conference

May 3, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Association of Corporate Counsel Tennessee Chapter, Nashville

March 8, 2018

From Harvey Weinstein to [Insert Name Here]: Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made

Nashville, TN

January 25, 2018