

Jody A. Boquist

Shareholder

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Practice Areas

Discrimination and Harassment
Class Action
Litigation and Trials
Unfair Competition and Trade Secrets
Wage and Hour

Overview

A founding member of Littler's Chicago office established in 1997, Jody A. Boquist previously served as the Office Managing Shareholder for the Chicago office, and served as Associate General Counsel for Littler for eight years. She has been a member of the firm's Client Investment Management Committee, Good Business Practices Committee, and the Associates Committee. Jody represents employers nationwide in a broad range of high stakes litigation matters in federal and state courts, as well as administrative agencies such as the EEOC, the Department of Labor and the Illinois Department of Human Rights. Jody focuses her practice on:

- Class actions
- Discrimination, harassment and retaliation defense
- Wage and hour
- Illinois common law wrongful discharge
- Breach of contract
- Common law tort defense, including tortious interference, defamation and invasion of privacy
- Arbitration matters
- Covenants not to compete

Jody frequently handles claims arising under:

- Title VII and Section 1981 of the Civil Rights Acts

- The Age Discrimination in Employment Act
- The Federal Arbitration Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- Sarbanes-Oxley
- Illinois common law
- The Illinois Human Rights Act

Jody routinely handles the investigation and litigation of systemic discrimination matters. Among her notable litigation successes, Jody has served as lead counsel for many high-profile matters resolved on summary judgment, and as lead counsel in appeal proceedings before several United States Courts of Appeals which ruled in favor of the employer clients in those matters. Those appeals involved a variety of issues, including motions to compel mandatory arbitration, race discrimination, and age discrimination. In a hotly contested group of race harassment cases, Jody obtained several dispositive rulings and negotiated a favorable resolution on the sole remaining claim. Jody also recently obtained a partial motion for summary judgment regarding the methodology that should be used to calculate alleged damages in a wage and hour class action. The ruling reduced the potential exposure in the action by roughly 75% and led to a favorable resolution of the case.

Jody also counsels employers on a broad range of employment issues, including:

- Employment terminations
- Sexual harassment investigations
- Reductions-in-force
- Workplace violence
- Family and medical leaves
- Personnel policies and procedures

Her clients span the following industries:

- Insurance
- Healthcare
- Finance
- Consulting
- Retail
- Legal

In law school, Jody was a member of the *Minnesota Law Review*.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Illinois State Bar Association

Recognition

- Named, The Best Lawyers in America®, 2020-2025
- Named, Super Lawyer, Illinois, *Super Lawyers*, 2020

Education

J.D., University of Minnesota Law School, 1992, *cum laude*

B.S., University of Wisconsin, Platteville, 1987, *summa cum laude*

Bar Admissions

Illinois

Wisconsin

Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 11th Circuit

Illinois Supreme Court

Wisconsin Supreme Court

U.S. District Court, Central District of Illinois

U.S. District Court, Southern District of Illinois

U.S. District Court, Northern District of Illinois

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Northern District of Indiana

U.S. District Court, Southern District of Indiana

U.S. District Court, Eastern District of Michigan

Publications & Press

Illinois Phases Out Subminimum Wage for Workers with Disabilities

SHRM

February 13, 2025

Illinois Eliminates Subminimum Wages for Disabled Employees

Littler ASAP

January 22, 2025

Illinois Court Temporarily Blocks Mandated COVID-19 Mitigation Measures at Nearly 170 School Districts

Littler ASAP

February 9, 2022

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

Press Release

August 19, 2021

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

Press Release

August 20, 2020

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

Press Release

August 15, 2019

OSHA Fines Increase Significantly, in First-ever Rise

Cook County Record

August 11, 2016

New Littler Manager Will Focus On Visibility

Chicago Daily Law Bulletin

August 9, 2016

Littler's Jody Boquist Named Chicago Office Managing Shareholder

Press Release

August 5, 2016

Labor & Employment Issues Facing the Healthcare Industry

Littler Report

April 12, 2016

Human Resources in 2013: Challenges Old and New

Chicago Hospital News and Healthcare Report

February 1, 2013

Nurse Positions Exempt From Overtime Pay Can Pose Litigation Challenges

Chicago Hospital News and Healthcare Report

July 10, 2012

Navigating Hospital-Physician Relations: The Legal Landscape of ACO Formation

Chicago Hospital News & Healthcare Report

March 1, 2012

Events & Speaking Engagements

Littler Women's Leadership Initiative Luncheon

Chicago, IL

November 10, 2016

Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take

2016 Illinois SHRM State Conference and Exposition, Oak Brook, IL

September 26, 2016

Recent Developments In Noncompetition Agreements Under Illinois Law

Association of Corporate Counsel, Chicago Chapter, Chicago, IL

July 22, 2014

Strategies for Dealing with the Whistleblower

Chicago, IL

December 6, 2012