



## 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