



Katharine Lennox

Shareholder

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Practice Areas

Unfair Competition and Trade Secrets

Overview

Katharine Lennox has nearly 15 years of experience as a litigator and counselor in unfair competition, trade secret, and restrictive covenant matters. Throughout her career, she has successfully represented both plaintiffs and defendants in complex, multi-jurisdictional trade secrets cases. Katie's experience includes prevailing on requests for injunctive relief and multiple dispositive motions in restrictive covenant enforcement cases, primarily representing clients in the insurance, healthcare, financial services and staffing industries. She has also secured numerous advantageous pre- and post-litigation resolutions in these matters.

Katie also advises and defends clients on a wide range of critical workplace issues, from discrimination, harassment, retaliation, and privacy-related claims to advising on wage and hour, and employment acquisition matters.

She regularly counsels employers on compliance with key federal and state employment laws, including the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, Title VII of the Civil Rights Act, and several other anti-discrimination and anti-retaliation laws. She also has deep experience in biometric privacy laws, having advised the Chicagoland Chamber of Commerce and Illinois Legislature on proposed legislative amendments to Illinois' Biometric Information Privacy Act statute.

Katie also brings global legal experience, having assisted international clients in establishing a U.S. presence and employment practices, and actively invests in pro bono work, concentrating on immigration and torture cases.

Education

LL.M., University of Kent, Brussels, , *with highest honors*

J.D., Loyola University Chicago School of Law, , *magna cum laude*

B.A., Wilfrid Laurier University,

Bar Admissions

New York

Illinois

Publications & Press

Littler Welcomes Katharine Lennox as Shareholder in Rochester

Press Release

May 4, 2026