



Lillian T. Manning

Associate

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Practice Areas

Handbooks and Policies
Leave and Accommodation
Discrimination and Harassment
Litigation and Trials

Overview

Lillian Manning provides counseling to employers on a broad range of HR and compliance workplace concerns, including leave and accommodations, discrimination, harassment, retaliation, performance management, terminations, and other matters arising under various federal, state, and local laws. Her practice also includes the development of employment policies and procedures, employee handbooks, employment contracts, and separation agreements. She also conducts training and investigations related to employment policies and procedures. She partners with employers of all sizes, including both public and private, nonprofit, and public sector.

In addition to her advice and counseling practice, Lillian regularly represents the interests of employers before state and federal courts in Missouri and Illinois, as well as state and federal administrative agencies. She litigates individual, class, and collective actions on a wide variety of matters, including failure to accommodate, discrimination, harassment, retaliation, wage and hour, and biometric privacy claims brought under the ADA, FMLA, Title VII, MHRA, IHRA, FLSA, MMWL, BIPA, and other state and federal laws governing employment. Lillian enjoys partnering with her clients to obtain results-oriented outcomes, including taking the initiative to engage in early case assessment and to drive the litigation consistent with client objectives.

Lillian also serves as the St. Louis Pro Bono Committee Liaison.

Prior to joining Littler, Lillian's practice focused on complex civil litigation including extensive work with discovery and motion practice. During law school, she clerked for Supervisory Administrative Judge Tatjana Schwendinger at the EEOC. She was also the primary editor of the *Washington University Journal of Law and Policy*, and received a CALI Award recognizing her as the top student attorney in the Washington University in St. Louis School of Law Entrepreneurship and Intellectual Property

Clinic.

Professional and Community Affiliations

- Member, The Women Lawyers' Association of Greater St. Louis, 2015-present
- Member, Bar Association of Metropolitan St. Louis, 2015-present
- Big Sister, Big Brothers Big Sisters, 2012-2016
- Volunteer, National MS Society, 1997-present
- President, St. Louis Area Alumnae Association, Kappa Kappa Gamma, 2021-2023
- Bridging the Gap Chair, Young Lawyers Division, The Bar Association of Missouri St. Louis, 2018-2020
- President, Washington University in St. Louis School of Law Labor and Employment Law Society, 2015

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Young Lawyers Division Award of Merit, *The Bar Association of Metropolitan St. Louis*, 2019
- Order of the Barristers, 2015
- Recipient, Washington University in St. Louis School of Law, *CALI Award, Entrepreneurship and Intellectual Property Clinic*, 2015
- Semi-Finalist, *Wiley Rutledge Moot Court Competition*, 2013-2014
- Beta Gamma Sigma Business Honor Society, *Creighton University*, 2012

Education

J.D., Washington University in St. Louis, School of Law, 2015, *cum laude*

B.S./B.A., Creighton University, 2012, *summa cum laude*

Bar Admissions

Missouri

Illinois

Publications & Press

Missouri Appears to Have Approved Paid Sick and Safe Time Ballot Measure as Rumors of Potential Challenge Circulate

Littler ASAP

November 11, 2024

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

Press Release

August 19, 2021

You Put Your Mask Order On, You Take Your Mask Order Off: What the St. Louis Face Covering Orders Are All About

Littler ASAP

July 29, 2021

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

Press Release

August 20, 2020

Missouri and the St. Louis Region Get Back to Work: Business Guidelines, Practical Considerations, and Resources

Littler ASAP

May 13, 2020

Kansas “Stay Home” Order – What It Means For Employers

Littler ASAP

April 6, 2020

What Employers Need to Know About the Newly Issued “Stay Home Missouri” Order and COVID-19 Resources for Missouri Businesses

Littler ASAP

April 5, 2020

State and Local COVID-19 Orders Affecting the St. Louis Region – What Does This Mean for Employers?

Littler ASAP

March 22, 2020

Events & Speaking Engagements

Navigating Missouri’s Earned Sick Time Law: What Employers Need To Know

April 24, 2025

Employment Law 101 for Small Businesses

Legal Services of Eastern Missouri

October 24, 2024

Creating a Gender-Inclusive Environment

St. Louis SRHM Conference

April 12, 2023

Ethical Issues and Best Practices for Workplace Investigations

Missouri Employment Conference

May 12, 2021

COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims

Littler Webinar

October 13, 2020

Technology in Recruiting and Hiring: Hidden Legal Risks

St. Louis SHRM Conference

August 8, 2019

Do's and Don'ts of Social Media

Legal Services of Eastern Missouri

June 21, 2019