



Shannon Huygens

Special Counsel

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Practice Areas

Higher Education
Discrimination and Harassment
Litigation and Trials
Handbooks and Policies

Overview

Shannon Huygens represents employers in litigation on a broad range of employment matters arising under federal and state laws, including:

- Wrongful discharge
- Employment discrimination
- Family and medical leave
- Title IX
- Unfair competition

Shannon frequently appears in state and federal courts and before the Equal Employment Opportunity Commission, and other state and local agencies governing employment law disputes.

Shannon's practice also focuses on litigation avoidance and she routinely counsels employers on regulatory compliance, discipline, termination and other best workplace practices.

Professional and Community Affiliations

- Member, American Bar Association
- Member, West Virginia Bar Association
- Member, Federal Court and Civil Litigation Sections, Allegheny County Bar Association

Recognition

- Named, Pennsylvania Rising Star for Employment Law Litigation, 2009-2013
- National Association of Women Business Owners Greater Pittsburgh Chapter, 2007
- Recipient, Make the Connection Award

Education

J.D., University of Pittsburgh School of Law, 2003

B.A., University of Pittsburgh, 2000, *cum laude*

Bar Admissions

Pennsylvania

West Virginia

Courts

U.S. Supreme Court

Pennsylvania Supreme Court

West Virginia Supreme Court

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

U.S. District Court, Western District of Michigan

Publications & Press

OCR Issues FAQs for Schools About Avoiding Racial Preferences Under Title VI

Littler ASAP

March 4, 2025

Recent Executive Orders and Dear Colleague Letter Affecting Educational Institutions

Littler ASAP

February 6, 2025

What Should Educational Institutions Do Next for Title IX Now That Biden's Final Rule Was Blocked by a Federal Judge?

Littler ASAP

January 14, 2025

U.S. Department of Education Issues Long-Awaited Final Title IX Regulations

Littler ASAP

April 22, 2024

Littler Welcomes Back Shannon Huygens as Special Counsel in Pittsburgh

Press Release

April 15, 2024

Third Circuit Examines Cat's Paw Retaliation Theory

Littler ASAP

August 23, 2011

Local Ordinance Prohibits Discrimination on Basis of Sexual Orientation and Gender Identity

Perspectives

September 2009

Local Ordinance Prohibits Discrimination on the Basis of Sexual Orientation and Gender Identity with Some Employers Exempted

Littler ASAP

July 9, 2009

Preparing for a Pandemic

The Pennsylvania Lawyer

September 1, 2008

Third Circuit Rules Title VII Protects Women Who Have an Abortion

Littler ASAP

June 6, 2008

Balancing Employee Free Choice: Withdrawal of Union Recognition During the Life of the Contract

Littler ASAP

August 28, 2007

The Lessons of Ledbetter v. Goodyear Tire & Rubber Co., Inc.

Perspectives

July 2007

The Dangers of Overbroad Work Rules: Union-Free and Unionized Employers Beware

Littler ASAP

March 1, 2007

No Substitutes Please: Pennsylvania Non-Lawyers Barred From Representing Employers in Unemployment Compensation Proceedings

Littler ASAP

February 1, 2005

Events & Speaking Engagements

Assessing the Risk of Employee Discipline and Termination Decisions

PHRA Employment Law Day, Pittsburgh, PA

December 12, 2019

How to Win (or Defend Against) Summary Judgment Motions in Employment Cases

Pennsylvania Bar Institute

February 10, 2015

When Can An Employer Terminate an Employee For Comments Made on a Social Networking Site

PHRA Annual Conference, Pittsburgh, PA

October 8, 2014

The Employee From Hell

Charleston, WV

October 10, 2012

The Employee from Hell

Pittsburgh, PA

February 8, 2012

Social Media in the Workplace

Pittsburgh Human Resources Association

October 4, 2011

Introduction to Employment Law

West Virginia Bar Association

April 7, 2011

H1N1 Flu: Preparing the Workplace for a Pandemic

Pittsburgh, PA

October 14, 2009

Human Resource Law Update

National Business Institute

September 27, 2007

Family and Medical Leave Act in Pennsylvania

Lorman Education Services

December 5, 2006

Advanced Topics in the Family and Medical Leave Act

Lorman Education Services

April 27, 2006