Victoria Vanderschaaf

Of Counsel

321 North Clark Street
Suite 1100
Chicago, IL 60654
main: +1 (312) 372-5520
direct: (312) 795-3236
fax: +1 (312) 372-7880
vvanderschaaf@littler.com

Practice Areas

Discrimination and Harassment
Litigation and Trials

Overview

Victoria Vanderschaaf focuses her practice on defending employers against an array of claims such as those involving discrimination, harassment, retaliation, wrongful termination, and other employment-based torts. Victoria has extensive experience guiding clients through every phase of an employment dispute and regularly appears before state and federal courts as well as administrative agencies. Whether it be through motion practice, courtroom advocacy, depositions, or settlement negotiations – Victoria vigorously aims to achieve advantageous results for her clients.

Victoria counsels clients in regard to general employment matters and best practices concerning developing employment policies, leaves and accommodations, internal investigations, discipline, and other critical employment issues. In addition, Victoria has been closely tracking the requirements related to the Illinois Equal Pay Registration Certificate application process since its inception and routinely advises clients on the process. Victoria prides herself on clearly communicating the strengths and weaknesses of her clients' cases to help them make the best strategic decisions and find practical solutions.

Prior to joining Littler, Victoria worked in the Chicago Transit Authority's (CTA) Equal Employment Opportunity Unit where she drafted wide-reaching employment policies and materials, investigated internal complaints, and administered employee trainings all related to anti-discrimination and anti-harassment.

During law school, Victoria earned her Public Interest Law Certificate, participated in Life After Innocence where she advocated for innocent exonerated clients adversely affected by the criminal justice system, taught high school students about law and the legal system through a Street Law Program, and was an editor of the *Children's Legal Rights Journal.*

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2027
- Recipient, CALI Award for Contracts, *Loyola University*

Education

J.D., Loyola University, 2015, *magna cum laude*
B.Soc.Sc., Michigan State University, 2012, *with honors*

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit
U.S. District Court, Northern District of Illinois

Publications & Press

New Illinois and Chicago Laws for 2024
Littler ASAP
January 24, 2024

Illinois pay transparency law mandates pay scale, benefits in job postings
HR Dive
August 15, 2023

Pay Transparency Bill Headed to Illinois Governor
Littler ASAP
May 25, 2023

Illinois Equal Pay Certification: A Practical Guide for Employer Compliance
Littler ASAP
February 16, 2023

Illinois DOL Provides Guidance on Equal Pay Registration Certificate Application Process
Littler ASAP
April 20, 2022

Illinois Gives Employers Greater Authority to Impose COVID-19 Rules
SHRM Online
November 22, 2021

Illinois Governor Gives Employers Greater Authority to Impose COVID-19 Requirements as a Condition of Employment

Littler ASAP
November 9, 2021