

## Jaclyn R. Giffen

Shareholder

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## Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Whistleblowing, Compliance and Investigations  
Hiring, Performance Management and Termination

## Overview

Jaclyn R. Giffen represents employers with respect to high profile or high-risk matters spanning all aspects of employment and labor law including discrimination, harassment, retaliation, whistleblowing, and wrongful termination claims. Jaclyn successfully minimizes risk for her clients and resolves matters through both pre-litigation strategy and litigation. Jaclyn represents a variety of clients in a range of industries, including healthcare, manufacturing, and telecommunications, and has extensive knowledge of federal, state, and local discrimination laws.

Jaclyn also speaks regularly before client and other audiences regarding a myriad of employment issues from FMLA and ADA concerns, to retaliation issues, to recently enacted, and frequently evolving, COVID-19 state and county requirements. Jaclyn supports her clients by creating partnerships and providing excellent, innovative, and timely service.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Michigan
- Member, Federal Bar Association

## Recognition

- Ranked, Labor & Employment, *Chambers USA*, 2024

## Education

J.D., University of Michigan Law School, 2011

B.A., University of Michigan, 2007

## Bar Admissions

Michigan

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Eastern District of Michigan

U.S. District Court, Western District of Michigan

U.S. District Court, Northern District of Ohio

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Punching In: Hoffa's Teamsters Reign Ends With Hard Feelings**

*Bloomberg Law*

March 21, 2022

### **Michigan Governor Announces State Will Open to Full Capacity June 22**

*Littler ASAP*

June 21, 2021

### **Michigan Accelerates Path to Normalcy with Relaxation of Rules**

*Littler ASAP*

May 21, 2021

### **Michigan Plans to Return to Work Across All Sectors**

*Littler ASAP*

May 11, 2021

### **Michigan Lifts COVID-19 Restrictions, Allows Dining in at Restaurants**

*Littler ASAP*

January 22, 2021

**Michigan Extends Lockdown but Permits Group Fitness Activities and Non-Contact Sports**

*Littler ASAP*

January 13, 2021

**Michigan Extends Its Ban on Indoor Gatherings While Reopening Casinos, Theaters, and Other Recreational Facilities**

*Littler ASAP*

December 21, 2020

**Michigan Extends its Lockdown until Mid-December**

*Littler ASAP*

December 8, 2020

**Michigan Locks Down in Advance of Thanksgiving Holiday**

*Littler ASAP*

November 16, 2020

**Michigan Extends and Revises its Restrictions on Gatherings and Face Masks**

*Littler ASAP*

October 30, 2020

**Michigan Grants Business and Worker Protections Related to COVID-19**

*Littler ASAP*

October 23, 2020

**Michigan OSHA Adopts COVID-19 Emergency Rule**

*SHRM Online*

October 22, 2020

**Michigan Occupational Safety and Health Administration Adopts COVID-19 Emergency Rule**

*Littler ASAP*

October 16, 2020

**Michigan Agency Continues to Issue Emergency Health Orders and Guidance on Face Coverings and Gatherings**

*Littler Insight*

October 12, 2020

**Michigan Agency Steps Up Mask Mandate and Other Requirements to Fill Void Created by Nullification of COVID-19 Executive Orders**

*Littler ASAP*

October 6, 2020

**In Fractured Opinion, Michigan Supreme Court Strikes Down Governor's Emergency Authority**

*Littler ASAP*

October 5, 2020

**Michigan Extends Protection for Residents and Employees of Long-Term Care Facilities**

*Littler ASAP*

October 2, 2020

**Michigan Issues Three Executive Orders Relaxing Gathering Restrictions, Re-opening Cinemas, and Requiring Facemasks for Kindergarteners**

*Littler ASAP*

September 28, 2020

**Michigan Extends its Safety Measures for Grocery Stores, Pharmacies, and Long-Term Care Facilities**

*Littler ASAP*

September 9, 2020

**Michigan, Get Out Your Sports Gear, Gym Bag, and Swim Suits: Gyms and Pools are Now Open and Competitive Sports are Back in Session**

*Littler ASAP*

September 3, 2020

**Michigan's New Executive Order Modifies Worker "Stay-At-Home" Requirements**

*Littler ASAP*

August 28, 2020

**Michigan Executive Order Requires Staffers to Wear Face Coverings in Childcare Centers and Camps**

*Littler ASAP*

August 6, 2020

**Michigan Governor Directs Robust Enforcement of COVID-19 Executive Orders**

*Littler ASAP*

August 5, 2020

**COVID-19 Steps Up, Michigan Steps Back: New Executive Order Reestablishes Previous Stay-at-Home Restrictions**

*Littler Insight*

July 31, 2020

**Michigan is Moving Toward Reopening, But it Will Not be "Business as Usual"**

*Littler Insight*

May 6, 2020

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

**Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence**

*The Computer & Internet Lawyer*

October 1, 2019

**Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence**

*Michigan Bar Journal*

June 1, 2019

**Sixth Circuit Rejects Argument that Full-Time Job Requires Full-Time Hours in ADA Failure to Accommodate Case**

*Littler ASAP*

August 1, 2018

**Michigan Expands its Preemption Law to Cover Interview Limitations**

*Littler ASAP*

March 29, 2018

**Annual Report on EEOC Developments – Fiscal Year 2015**

*Littler Report*

January 12, 2016

**Michigan's Minimum Wage to Increase to \$9.25 Over Four Years**

*Littler ASAP*

May 30, 2014

**Speaking Engagements**

**Challenges Created by Remote Work and the Wandering Worker**

Littler and ACC Michigan Webinar

June 17, 2021

**Littler Roundtable: Preparing the Workplace and Workforce for the “Return to Work”**

Detroit, MI

May 26, 2021

**A COVID-19 Storm is Brewing: How Employers Respond Mandates When Whistleblowers Threaten**

August 18, 2020

**The Next Normal: Has COVID-19 Forever Changed Workplaces and Our Approach to Work?**

July 21, 2020

**Return to Work in Michigan – Managing the Next Phase of the Pandemic**

June 1, 2020

**What Managers Can Do to Mitigate Litigation Risk (And What You Can Do to Help Them)**

Detroit, MI

May 22, 2019

**44th Annual ICLE Labor & Employment Law Institute: The Year in Review for Human Resources Professionals (FMLA)**

Detroit, MI

April 11, 2019

**New Developments on the FMLA and ADA: Keeping Your Company Out of the Headlines**

Detroit, MI

September 24, 2015