

Jeffrey D. Iles

Associate

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Litigation and Trials
Investigations
Labor Management Relations
Higher Education
Healthcare

Overview

Jeffrey D. Iles focuses his well-rounded labor and employment practice on representing employers in a variety of workplace law matters, including preventive advice and counseling. Jeff's client-focused, people-first approach to the practice of law provides his clients meaningful and tailored representation.

Jeff works diligently to help employers prevent workplace issues and claims before they arise. Jeff has experience advising on a wide range of workplace laws and issues, including under Title VII, the ADA, ADEA, FLSA, NLRA, and other federal statutes and state and municipal laws. To deliver business-savvy advice and counseling, Jeff draws upon years of prior in-house representation at one of the United States' largest federal agencies and at a publicly traded, multinational corporation.

In addition to his advice and counseling practice, Jeff has successfully represented employers in state and federal courts and before arbitrators and state and federal agencies nationwide. He has defended charges and claims brought before and by the Equal Employment Opportunity Commission, the National Labor Relations Board, the Illinois Department of Human Rights, and other equivalent state agencies.

During law school, Jeff served as an assistant editor of the *Indiana Law Journal* and received CALI Excellence for the Future Awards for achievements in Trial Advocacy and Administrative Law.

Professional and Community Affiliations

- Member, National LGBTQ+ Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2025

Education

J.D., Indiana University, Bloomington, Maurer School of Law, 2019, *cum laude*

B.A., University of Michigan - Ann Arbor, 2016, *with Distinction*

Bar Admissions

Illinois

Courts

U.S. District Court, Central District of Illinois

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Illinois

Publications & Press

Illinois Extends Statute of Limitations for Filing Discrimination Claims Under Illinois Human Rights Act, Adds Protected Classes, and Clarifies AI Use in Employment Decisions

Littler ASAP

August 13, 2024

Damage Control: Illinois Enacts Amendment to the State's High Risk Biometric Information Privacy Act

Littler ASAP

August 6, 2024

Speaking Engagements

Bracing for the Artificial Intelligence and Machine Learning Revolution

National LGBTQ+ Bar Association's Lavender Law Conference, Chicago, IL

July 2023