



## Jeffrey D. Iles

Associate

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## Practice Areas

Discrimination and Harassment  
HR Advice and Counsel  
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

## Events & Speaking Engagements

### Bracing for the Artificial Intelligence and Machine Learning Revolution

National LGBTQ+ Bar Association's Lavender Law Conference, Chicago, IL  
July 2023

## 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