

## Jennifer A. Youpa

Shareholder

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## Practice Areas

Discrimination and Harassment  
Investigations  
Whistleblowing, Compliance and Investigations  
Handbooks and Policies  
Inclusion, Equity and Diversity  
Wage and Hour

## Overview

Jennifer A. Youpa litigates on behalf of management, often in the retail and construction industries, in connection with all types of employment disputes, including discrimination and harassment claims based upon:

- Title VII
- The Fair Labor Standards Act
- The Age Discrimination in Employment Act
- The Older Workers Benefit Protection Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Texas Labor Code
- Numerous state statutes

She frequently appears in federal and state courts and has significant experience mediating high stakes matters. She also handles the defense and audits of Fair Labor Standards Act exemptions and practices.

In addition, Jennifer has experience advising and counseling corporate executives to provide strategic guidance regarding high profile employment matters and to conduct investigations on a variety of topics, including:

- Sexual harassment and other discrimination and harassment claims and investigations
- Employment and investigations training
- Compliance and ethics
- Reductions-in-force
- Unlawful harassment

Jennifer has given numerous presentations and speeches on a variety of employment-related topics, including unlawful harassment and other forms of discrimination, conducting lawful investigations, reductions-in-force, and litigation avoidance. She serves on the firm's Management Committee and is former co-chair of the Corporate Compliance and Ethics practice group.

Previously, Jennifer worked as in-house counsel for a Fortune 100 company. In law school, she was a member of the *Texas Law Review*.

## Professional and Community Affiliations

- Member, Dallas Bar Association
- Member, State Bar of Texas
- Member, Employment Law Section, American Bar Association
- Pro Bono Employment Counsel, Communities in Schools
- Pro Bono Employment Counsel, Bryan's House

## Events & Speaking Engagements

### 2024 Dallas Regional Employer Conference

Dallas, TX  
August 1, 2024

### Conducting Lawful Investigations in the New Workplace

Littler Executive Employer Conference, Phoenix, AZ  
May 8, 2024

### 2023 Midwest Regional Employer Conference

Minneapolis, MN  
November 9, 2023

### Conducting Lawful Investigations in the Evolving Workplace

Littler Executive Employer Conference, Phoenix, AZ  
May 10, 2023

### 2022 Kansas City Regional Employer Conference

Kansas City, MO  
July 28, 2022

**Conducting Lawful Investigations in the Evolving Workplace**

Littler Executive Employer Conference

May 4, 2022

**2020 Year in Review and What to Expect in 2021**

January 21, 2021

**Conducting Investigations in a Virtual World**

October 15, 2020

**Restructuring Your Workforce: Proactive Planning to Safeguard Your Business**

June 15, 2020

**Breaking Up Is Hard to Do: Managing the Challenges That Arise When the Employment Relationship Ends**

Dallas, TX

March 5, 2020

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019

**Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**Sexual Harassment 2.0: Considering New Workplace Solutions for an Old Problem**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

**Conducting Efficient, Effective, and Lawful Workplace Investigations**

The 2017 Executive Employer® Conference, Phoenix, AZ

May 12, 2017

**The Employee From Hell**

Austin, TX

November 9, 2016

## **2015 Employment Law Update**

Dallas, TX

June 11, 2015

## **Employee From Hell**

Association of Corporate Counsel, Dallas - Fort Worth Chapter

August 7, 2013

## **Insiders and Outlaws—The High Stakes World of Whistleblowing**

Littler Mendelson, Scottsdale, AZ

May 8, 2013

## **Defusing the Potential Explosion: Practical Approaches to Disarming Employment Law Time Bombs in Your Workplace**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

## **Assess Systems and Littler present: Employee Selection, Development, and Performance Management**

Dallas, TX

April 16, 2010

## **Recognition**

- Named, The Best Lawyers in America® , 2013-2025
- Fellow *American Bar Association*
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Top Rated Lawyers *The Texas Lawyer*, 2021
- Recipient, Outstanding Labor Law Student Award

## **Education**

J.D., University of Texas School of Law, 1985, *With High Honors*

B.A., University of Texas, Austin, 1981, *With High Honors, Phi Beta Kappa*

## **Bar Admissions**

Texas

## **Courts**

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, District of Colorado

## **Publications & Press**

**What are some investigation interview tips for speaking to someone who may have experienced trauma?**

*Littler 2 the Point Video*

April 11, 2024

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Common Issues, Common Cause**

*Littler Podcast*

June 28, 2021

**Conversations with Women: Advancing Gender Equity**

*Littler Podcast*

March 24, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Littler Launches Holistic Workforce Restructuring Solution**

*Press Release*

May 28, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Littler Appoints New Co-Chairs for Women's Leadership Initiative**

*Press Release*

February 8, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Investigations in the #MeToo Environment: The Importance of Planning Before A Harassment Complaint**

*Littler Podcast*

June 20, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Littler Names Lisa “Lee” Schreter as Chair of Board of Directors**

*Press Release*

January 28, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**The "Bring Your Own Device" to Work Movement**

*Littler Report*

May 10, 2012

**Jennifer Youpa Urges Employers Towards Good Behavior at Holiday Office Parties**

*In the News*

December 8, 2006