

Orly Henry

Shareholder

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Practice Areas

Discrimination and Harassment
HR Advice and Counsel
Leave and Accommodation
Handbooks and Policies
Litigation and Trials

Overview

Orly Henry represents the interests of employers before state and federal courts as well as administrative agencies in individual, class, and collective actions on a wide variety of matters, including employment discrimination and retaliation, wage and hour, biometric privacy, wrongful termination, and contract disputes. She also provides counseling to employers on general compliance matters arising under various federal, state, and local laws, including the Family and Medical Leave Act, Title VII, the Fair Labor Standards Act, the Americans with Disabilities Act, the WARN Act, the Illinois Human Rights Act, and the Illinois Wage Payment and Collection Act. Her practice also includes assisting employers in developing employment policies and conducting internal investigations.

During law school, Orly was a senior articles editor of the *Journal of Law and Social Policy*. She externed for the Hon. Joan H. Lefkow, U.S. District Court for the Northern District of Illinois. Prior to attending law school, Orly was an intern in the office of U.S. Senator Richard J. Durbin and worked in the publishing industry as an editorial assistant.

Professional and Community Affiliations

- Member, Community Building & Jewish Continuity Commission, Scholarship Committee, Jewish United Fund
- Former Member, Young Leadership Division Board 2013-2018; Board President 2016-2017, Jewish United Fund

Events & Speaking Engagements

Sharp Curve Ahead... Again! An Employer's "2nd Edition" Roadmap to Continued Legislative Developments in Illinois

May 5, 2021

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2023-2025
- Named, Double Chai in the Chi: Chicago's Jewish 36 Under 36 List *Oy!Chicago*, 2016

Education

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

A.B., Washington University in St. Louis, 2007

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Western District of Michigan

U.S. District Court, District of Colorado

Publications & Press

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

Littler ASAP

August 6, 2024

BIPA Reform Becomes Law, But Damages Concerns Persist

In the News

August 5, 2024

BIPA claim accrual changes signed into law

In the News

August 5, 2024

Implications for Employers of Colorado's New Biometrics Law

External Publication

July 10, 2024

Implications for Employers of Colorado’s New Biometrics Law

Littler ASAP

June 27, 2024

BIPA reform is ‘huge step in the right direction,’ proponents say

In the News

May 20, 2024

BIPA’s Devastating Effects on Illinois Businesses

Littler Report

June 27, 2023

Chicago Clarifies that its Anti-Harassment Law Applies to all Employers with Employees Working in Chicago

Littler ASAP

May 16, 2023

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Press Release

January 4, 2023

Chicago Updates its Anti-Harassment Law

Littler ASAP

May 20, 2022

Web Accessibility for the Visually Impaired Under the ADA

Westlaw Journal Computer & Internet

October 9, 2014

If You Will It, It Is No Dream: Balancing Public Policy and Testamentary Freedom

Northwestern Journal of Law & Social Policy

January 1, 2011