

Craig M. Borowski

Shareholder

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Focus Areas

Litigation and Trials
Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Training - Compliance, Ethics, Leadership
Healthcare

Overview

Craig Borowski has spent more than 20 years providing employers a full range of employment law services and as a strategic partner in their compliance efforts. Craig has a multi-faceted practice devoted to helping businesses avoid employment-related claims and defending administrative charges and litigation when they arise.

Proactively, Craig helps businesses avoid litigation through policy and practice development, employee handbook development and revision, advice and counsel on discipline, discharge, leaves of absence, accommodation, and day-to-day personnel issues, and internal investigations. His extensive litigation experience helps him develop strategies to manage employment issues and mitigate legal risk. Craig conducts management/employee relations training on employment law issues to provide legal and practical guidance and best practices in workforce management.

Craig has litigated more than 250 cases in federal and state courts in more than 20 states, including all facets of single plaintiff litigation, jury trials, and appeals as well as complex and multiparty litigation. Some of his notable jury trial and multiparty and complex litigation experience includes:

- State court case in Wisconsin involving approximately 10 counts and nine defendants tried to jury verdict
- Federal court race discrimination case in the Southern District of Indiana tried to jury verdict

- State court case in Indiana involving common law claims tried to jury verdict
- Two federal court Family and Medical Leave Act (FMLA) cases in the Middle District of Alabama tried to jury verdicts
- Federal discrimination and retaliation claim in the District of Wyoming resolved during trial
- Multiparty lawsuit brought by Equal Employment Opportunity Commission (EEOC) challenging alleged employer pattern and practice discrimination in Illinois
- Multiplaintiff discrimination and retaliation lawsuit brought against Fortune 500 company in federal court in Pennsylvania

Craig represents employers in administrative proceedings as well. He has defended employers in more than 300 charges before the EEOC and other state and local administrative agencies. He also has represented employers in more than 15 labor arbitrations.

Finally, Craig is a licensed mediator in the state of Indiana. Extensive litigation experience and work in labor and employment law for more than 20 years provides him perspectives and a range of solutions that help parties resolve disputes before incurring the time, expense, risks, and uncertainty of trial.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Indiana Bar Association
- Member, Indianapolis Bar Association
- Graduate, Bar Leaders Series, Indianapolis Bar Association
- Member, Alumni Board, Brebeuf Jesuit Preparatory School , 2013-2017
- Emeritus Member, Alumni Association, Indiana University School of Law - Indianapolis , Board of Directors 2002-2012, Executive Committee 2010-2012
- Board of Directors, Broad Ripple Haverford Little League , 2011-2013

Recognition

- Named, The Best Lawyers in America®, 2022-2025
- Named, Star, *Benchmark Litigation*, 2020
- Named, Future Star, *Benchmark Litigation* , 2012-2017
- Named, Rising Star, Employment Litigation: Defense, *Super Lawyers*, 2011-2013

Education

J.D., Indiana University Robert H. McKinney School of Law, 2000, *magna cum laude*

B.S., Indiana University, 1995

Bar Admissions

Indiana

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Indiana

U.S. District Court, Southern District of Indiana

U.S. District Court, Central District of Illinois

U.S. District Court, Eastern District of Wisconsin

Publications & Press

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

Littler Press Release

August 19, 2021

Market Focus Indianapolis: A 'Game Changer' For the Circle City?

Midmarket Report

October 17, 2019

Littler Appoints Craig M. Borowski as Indianapolis Office Managing Shareholder

Littler Press Release

October 1, 2019

Littler Adds Shareholder Craig Borowski in Indianapolis

Littler Press Release

April 2, 2018

Speaking Engagements

Mini Law School for Indiana HR Professionals

NBI Online Seminar

April 19, 2021

Insights from Indianapolis: The Post Covid-19 Workplace

June 3, 2020

Insights From Indianapolis: The Post-COVID-19 Workplace

May 20, 2020

Employee Handbooks and Policies in the 21st Century

National Business Institute's Human Resource Law from Start to Finish
March 2020

Successful Hiring and Recruitment Steps

National Business Institute's Human Resource Law from Start to Finish
March 2020

Recent Developments in Employment Law

National Business Institute's Human Resource Law Seminar
November 2019

Legal Issues in Recruiting/Hiring

National Business Institute's Human Resource Law Seminar
November 2019

Navigating the ADA

National Business Institute's Advanced Employment Law Seminar
July 2019

Retaliation Claim Legal Strategies

National Business Institute's Advanced Employment Law Seminar
July 2019

Effective Management and Employee Engagement

Indiana Chamber Annual Human Resources Conference
April 2019

Reducing and Responding to Unemployment Claims

Indiana Continuing Legal Education Forum
February 2019

Using Handbooks to Protect Against Legal Liability and Hiring and Firing

National Business Institute's Human Resources Law Boot Camp
November 2018

Legal Issues in Recruiting and Hiring and Imperative Information Every Employee Handbook Should Contain

National Business Institute's Human Resource Law From A to Z Conference, Indianapolis, IN
June 6, 2018

Successfully Litigating Employment Discrimination Seminar

National Business Institute, Indianapolis, IN

July 2014

Six Things to Have on Your Radar Screen Before Starting a Federal Jury Trial

Indiana Continuing Legal Education Forum's 54 Practical Issues, Tips and Traps for Employment Lawyers

April 2014

Don't Just Tell Me the Law - Tell Me What to Do

Indiana Bankers Association Annual Conference, Indianapolis, IN

April 2014