

Emily Clara Haigh

Shareholder

900 Third Avenue
New York, NY 10022
main: (212) 583-9600
direct: (212) 497-8483
fax: (212) 832-2719
ehaigh@littler.com

One International Place
100 Oliver Street, Suite 2700
Boston, MA 02110
main: (617) 378-6000
fax: (617) 737-0052
ehaigh@littler.com



Focus Areas

Discrimination and Harassment
Investigations
Training - Compliance, Ethics, Leadership
Litigation and Trials
Inclusion, Equity and Diversity

Overview

Emily Clara Haigh represents and advises employers facing a wide variety of labor and employment law issues. These issues range from front-end training and compliance assistance to high-stakes litigation.

Emily is an experienced neutral investigator and has conducted hundreds of complex internal investigations of sensitive workplace matters. Prior to joining Littler, Emily supervised and reviewed administrative investigations for the U.S. Army in her capacity as a judge advocate. Emily also facilitates workshops for employers on how to conduct compliant investigations.

Emily emphasizes practical solutions while also keeping businesses free to focus on what allows them to be successful. She has extensive experience advising employers and defending litigation involving issues such as:

- Wrongful termination
- Discrimination, harassment and retaliation
- Title VII of the Civil Rights Act of 1964
- New York State and City Human Rights Law
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Family and Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA) and state wage and hour/wage payment and collection laws

- New York's Unemployment Insurance Law
- Employment policies, handbooks and contracts

In her practice, Emily prioritizes resolution of workplace disputes and regularly represents her clients in alternative dispute resolution, such as mutual mediations. When informal efforts to resolve disputes prove unsuccessful, Emily zealously advocates for her clients as an experienced litigator. Emily has amassed extensive pre-trial and jury trial experience. Emily's trial experience includes dozens of multiday jury and bench trials in federal court as well as administrative hearings. She also has taken and defended numerous depositions and handled extensive motion practice.

Emily is one of Littler's lead national sexual harassment prevention trainers. She has deep knowledge of #MeToo training laws and has facilitated hundreds of training sessions before large audiences as well as one-on-one executive coaching. Her vast experience in sexual harassment and assault laws allows her to apply a pragmatic and legally focused approach to her practice. Emily's subject-matter experience includes a wide range of sex and gender based legal protections, including topics of gender identity and expression, sexual orientation, pregnancy related conditions, parental leave laws and lactation accommodation requirements.

Emily also facilitates workplace discussions on diversity, equity and inclusion (DE&I), including training that satisfies the New York Continuing Legal Education training requirement on diversity and bias elimination in the legal field.

Emily is one of the founders of the firm's Veterans Affinity Group for attorneys who served in the U.S. Military. The initiative seeks to connect veterans at Littler with veterans in business as well as provide employers with subject matter knowledge on military related topics in civilian workplaces.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Named, Rising Star, *Super Lawyers*, 2022
- Recipient, Radcliffe Traveling Fellowship, Belfast, Northern Ireland, 2005

Education

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

B.A., Harvard College, 2005

Bar Admissions

New York

Massachusetts

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

Publications & Press

A Case Study on the First Amendment Defense for Entertainment Industry Employers

Littler Insight

September 20, 2024

#MeToo: New York State Court Allows Actor's Claims Against Entertainment Companies to Proceed Based on Alleged Conduct in 1995 by Weinstein

Littler ASAP

September 4, 2024

New York Eliminates Time Limitations for Sexual Assault Claims

SHRM Online

February 22, 2023

#MeToo Update: The Adult Survivors Act for New York Employers

Littler Insight

February 13, 2023

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

Littler Press Release

January 4, 2023

Veterans Day 2022: Stories from Military Family Members

Littler Podcast

November 11, 2022

Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass

Littler Insight

December 16, 2021

"We Are Not Going Back": New York City Announces Vaccine Mandate for Private-Sector Employers

Littler Insight

December 6, 2021

Littler Launches New Affinity Group for Veterans

Littler Press Release

November 11, 2021

Conversations with Women: From the Military to Law

Littler Podcast

March 30, 2021

From Military To Law: What Attys Took From Their Service

Law360

November 9, 2020

A Return to Work Roadmap for New York Employers

Littler Insight

May 21, 2020

An Unemployment Insurance Roadmap for New York Employers

Littler Insight

May 18, 2020

Is the Future U.S. Workplace a Work Share Program?

Littler Insight

April 27, 2020

A COVID-19 Roadmap for New York Employers

Littler Insight

March 30, 2020

#MeToo: In Defense of Nondisclosure Agreements

Littler Insight

February 26, 2020

Has #MeToo Created a New Claim of Male-Bias Discrimination?

Littler Insight

October 21, 2019

New York State Significantly Expands its Workplace Harassment Laws (Again)

Littler ASAP

June 20, 2019

New York City Publishes Sexual Harassment Prevention Training Video and New FAQs

Littler ASAP

April 10, 2019

New York City Commission on Human Rights Provides Legal Enforcement Guidance on Race Discrimination on the Basis of Hair

Littler ASAP

February 21, 2019

Compliance in a New York Minute: Top 10 New Year Resolutions for Employers

Littler Podcast

February 1, 2019

New York Employers Can Expect Significant Legislative and Regulatory Activity in 2019

Littler Insight

January 30, 2019

New York City Moves to Prohibit Discrimination Based on Family Planning and to Protect Reproductive Choice

Littler ASAP

December 26, 2018

A Cooperative Dialogue about NYC's New Cooperative Dialogue Law – and More!

Littler Podcast

December 3, 2018

New York City Will Require Employers to Provide Greater Workplace Accommodations for Lactating Employees

Littler ASAP

November 19, 2018

New York Anti-Sexual Harassment Requirements Take Full Effect

Littler Podcast

October 9, 2018

NY Agencies Publish Draft Sexual Harassment Model Policy, Complaint Form, and Training

Littler ASAP

August 24, 2018

New York Sexual Harassment Laws – The City Commission Publishes Poster and Fact Sheet

Littler ASAP

August 13, 2018

Attorneys: More Sexual Harassment Protections for Employees on the Way

Democrat & Chronicle

June 24, 2018

Masterpiece Cakeshop: Workplaces Will be Healthier if Employers Fully Understand the Decision, the Law and the Complexities of the Issues

Bloomberg Law

June 22, 2018

Labor of Law: 'Masterpiece' and the Employer Perspective | EEOC Sexual Harassment Hearing | Plus: Who Got the Work

Law.com

June 8, 2018

The Supreme Court's Ruling in Masterpiece Cakeshop: A Masterpiece on Dodging Key Constitutional Issues

Littler ASAP

June 4, 2018

New York State and City Expand Anti-Harassment Requirements for Employers

Littler Insight

April 13, 2018

Labor of Law

Law.com

March 1, 2018

Another Federal Appeals Court Finds Title VII Prohibits Sexual Orientation Discrimination

Littler ASAP

February 26, 2018

Title IX and Defamation: An Emerging Challenge Facing Higher-Education Institutions

Littler ASAP

January 5, 2018

DOE Rescinds Prior Guidance on Title IX and Sexual Violence, Issues Interim Advice on Campus Sexual Misconduct

Littler ASAP

September 27, 2017

NAIS and TABS Release Their First Task Force Report on Addressing Educator Sexual Misconduct

Littler ASAP

August 25, 2017

DOJ Brief Opposing Title VII Protection for Gay Workers is Significant, Attorneys Say

Westlaw Journal

August 8, 2017

Is Sexual Orientation Protected Under Title VII? The DOJ Weighs In

Littler ASAP

July 31, 2017

Department of Education Rethinking Campus Guidance on Sexual Assault

Littler ASAP

July 25, 2017

Seventh Circuit Holds Title VII Protections Extend to Sexual Orientation Discrimination

Littler ASAP

April 6, 2017

Third Circuit Permits Teaching Hospital Resident to Bring Retaliation Suit under Title IX

Littler Insight

March 17, 2017

Higher Education Law: Title IX and the New Frontier of Sexual Assault Adjudication

Academic Leader

March 1, 2017

Speaking Engagements

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements

October 9, 2020

Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements

August 19, 2020

Sexual Harassment Prevention Training that Satisfies New York State's and New York City's Annual Training Requirements

February 19, 2020

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation

October 8, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation
September 26, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation
September 18, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation
July 24, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation
May 15, 2019

New York Compliant Training for Employees on Preventing Harassment, Discrimination and Retaliation
February 21, 2019

Panel Discussion on Gender Equity and Professionalism within the Law
St. John's University
October 29, 2018