

Jennifer A. Youpa

Shareholder

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Focus Areas

Discrimination and Harassment
Investigations
Whistleblowing, Compliance and Investigations
Training - Compliance, Ethics, Leadership
Policies, Procedures and Handbooks
Inclusion, Equity and Diversity
Wage and Hour
Workplace Training

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

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

Littler 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

Littler Press Release

August 20, 2020

Littler Launches Holistic Workforce Restructuring Solution

Littler Press Release

May 28, 2020

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

Littler Press Release

August 15, 2019

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

Littler Press Release

February 8, 2019

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

Littler 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

Littler Press Release

August 17, 2017

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

Littler Press Release

August 16, 2016

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

Littler Press Release

August 18, 2015

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

Littler Press Release

August 18, 2014

Littler Names Lisa "Lee" Schreter as Chair of Board of Directors

Littler Press Release

January 28, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

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

Littler 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

Dallas Business Journal

December 8, 2006

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