

## Jennifer Orr

Shareholder

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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Investigations  
Appellate  
Workplace Violence Prevention and Crisis Response

## Overview

Jennifer Orr assists many Fortune 500, 100, and 20 companies with all aspects of labor and employment law, including issues relating to employee discipline, wrongful termination, discrimination, harassment, retaliation, whistleblowing, contract disputes, wage and hour, and civil rights.

Jenny routinely defends and advises clients in a variety of employment litigation cases, appearing before state and federal courts, as well as administrative agencies, and she has successfully litigated cases from inception through summary judgment, trial, and arbitration. She has extensive experience conducting internal workplace investigations for employers. She regularly provides advice and counseling regarding issues related to gender identity, gender expression and sexual orientation, as well as gender transitions in the workplace.

Additionally, she is a member of Littler's Pay Equity Core and Assessment Groups, where she advises employers on federal, state, and city issues related to pay equity, as well as conducting privileged Pay Equity Assessments for domestic and multinational companies, using Littler's Pay Equity Assessment™ for employers.

Prior to joining Littler, Jenny was a litigation and labor and employment associate for a large, full-service Midwest law firm, as well as at a large law firm in New York City. During law school, Jenny served as managing editor of the *Case Western Reserve Law Review*.

## Professional and Community Affiliations

- Member, Cleveland Metropolitan Bar Association
- Member, Ohio Women's Bar Association
- Member, Plexus LGBT & Allied Chamber of Commerce

## Recognition

- Named, The Best Lawyers in America®, 2024-2025
- Named, Rising Star, Ohio, *Super Lawyers*, 2014, 2016-2021
- Cohort Member, *Ohio Women's Bar Association Leadership Institute*, 2022-2023
- Recipient, CALI Award for Excellence in Torts, *Case Western Reserve University School of Law*

## Education

J.D., Case Western Reserve University School of Law, 2007, *cum laude*

M.A., Arizona State University, 2017

B.A., Ohio State University, 2003, *with honors*

## Bar Admissions

Ohio

New York

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Federal Claims

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

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

## Publications & Press

### Annual Report on EEOC Developments – Fiscal Year 2023

*Littler Report*

May 6, 2024

### Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

*Littler Press Release*

January 2, 2024

**Annual Report on EEOC Developments – Fiscal Year 2022**

*Littler Report*

April 25, 2023

**Minding the Pay Gap: What Employers Need to Know as Pay Equity Protections Widen**

*Littler Report*

September 2, 2022

**Speaking Engagements**

**2024 Ohio Regional Employer Conference**

Cleveland, OH

October 10, 2024

**2023 Ohio Regional Employer Conference**

Cleveland, OH

October 5, 2023

**2022 Ohio Regional Employer Conference**

Cleveland, OH

October 6, 2022

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**Changes to Family Medical, Sick Leave Obligations and Workplace Safety in the Time of COVID-19**

July 28, 2020

**2019 Ohio Employer Conference**

Cleveland, OH

October 10, 2019