

## Orly Henry

Shareholder

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## Focus Areas

Discrimination and Harassment  
Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
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

## 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**

*Law360*

August 5, 2024

### **BIPA claim accrual changes signed into law**

*Chicago Daily Law Bulletin*

August 5, 2024

### **Implications for Employers of Colorado's New Biometrics Law**

*SHRM Online*

July 10, 2024

**Implications for Employers of Colorado’s New Biometrics Law**

*Littler Insight*

June 27, 2024

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

*Chicago Daily Law Bulletin*

May 20, 2024

**BIPA’s Devastating Effects on Illinois Businesses**

*Littler WPI 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**

*Littler Press Release*

January 4, 2023

**Chicago Updates its Anti-Harassment Law**

*Littler Insight*

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

**Speaking Engagements**

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

May 5, 2021