

Shanthi V. Gaur

Shareholder

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Focus Areas

Class Action
Discrimination and Harassment

Overview

Shanthi V. Gaur advises and represents retail organizations, pharmaceutical companies and healthcare corporations in a broad range of issues relating to employment discrimination. She practices before state and federal courts and administrative agencies and handles the litigation, on both a class-wide and individual basis, of claims arising under:

- Title VII of the Civil Rights Act
- The Americans With Disabilities Act
- The Equal Pay Act
- The Age Discrimination in Employment Act

She also counsels employers on other facets of employment litigation, such as:

- Defamation
- Tortious interference
- Application and review of personnel policies and procedures
- Employment hiring
- Terminations

Shanthi was formerly the co-chair of the firm's EEO / Discrimination Practice Group and served on the Associate's Committee, the Talent Development Advisory Council, and the Legal Content Advisory Committee. For the Chicago office, she was a liaison to the Women's Leadership Initiative, a member of the Recruiting Committee, and served as the hiring shareholder. Shanthi previously was on the committee that evaluates shareholder advancement.

Professional and Community Affiliations

- Member, American Bar Association

Education

J.D., University of Chicago Law School, 1994, *With Honors*

B.A., University of Chicago, 1991, *With Honors*

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

Illinois Supreme Court

U.S. District Court, Northern District of Illinois

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

U.S. District Court, Western District of Michigan

U.S. District Court, Southern District of Indiana

Publications & Press

EXPERT INSIGHTS—Latest updates to Illinois personnel records review act

Westlaw Today

August 16, 2024

Latest Updates to Illinois Personnel Records Review Act

Littler ASAP

August 12, 2024

Chicago Clarifies that its Anti-Harassment Law Applies to all Employers with Employees Working in Chicago

Littler ASAP

May 16, 2023

Chicago Updates its Anti-Harassment Law

Littler Insight

May 20, 2022

Long-Awaited Guidance on Illinois Department of Human Rights Employer Reporting Requirement Released

Littler Insight

July 13, 2020

Illinois Department of Human Rights Releases Model Sexual Harassment Training

Littler ASAP

April 29, 2020

Eagerly Anticipated Guidance on Illinois' Sexual Harassment Prevention and Training Requirements Released

Littler ASAP

February 3, 2020

Illinois' New #MeToo-Inspired Law Creates Sweeping Employer Obligations

Littler Insight

August 13, 2019

Shanthi Gaur and Finn Pressly Return to Littler as Shareholders in Chicago

Littler Press Release

April 6, 2018

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Annual Report on EEOC Developments – Fiscal Year 2011

Littler Report

January 20, 2012

Speaking Engagements

New Decade, New Illinois

April 23, 2020

The EEOC's New Strategic Enforcement Plan (SEP) Critical Challenges Faced by Employers

January 24, 2013

The EEOC's Updated Criminal History Guidance, Strategic Plan and More — What Does This Mean for Your Company?

May 31, 2012

Pressing Issues Facing Retailers—In the U.S. and Abroad

New York, NY

February 13, 2012

Shanthi Gaur, Stephanie Seay Kelly and Fred Schwartz to Speak at ACC's Chicago Chapter Lunch Program

Chicago, IL

August 15, 2011