



Principal, New York City

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## Practices

- National Compliance and Multi-State Solutions
- COVID-19
- Disability Access Litigation and Compliance
- Disability, Leave and Health Management
- Employment Litigation
- Restaurants
- Vaccine Mandate Litigation

## Education

- American University Washington College of Law, J.D. 1991
- Cornell University, B.S. 1988

## Admitted to Practice

- 2nd Circuit Court of Appeals 2000
- 6th Circuit Court of Appeals 2000
- Michigan - E.D. Mich. 1996
- New York - E.D. N.Y. 1993
- New York - N.D. N.Y. 1994
- New York - S.D. N.Y. 1993
- New York - W.D. N.Y. 1994
- New York 1992

Jennifer B. Courtian is a principal in the New York City, New York, office of Jackson Lewis P.C. Since joining the firm in 1992, she has represented employers in all stages of employment law matters before state and federal courts as well as administrative agencies in cases involving various causes of action including claims for discrimination, harassment, wrongful discharge, ERISA violations, breach of contract, wage and hour violations and tort claims.

Jennifer regularly advises clients on compliance with state and federal laws affecting the workplace and helps employers devise strategies to avoid litigation or improve outcomes before administration agencies and courts. She provides employee and management training on a variety of topics including hiring, firing, harassment, and discrimination. She conducts or assists employers to conduct investigations of allegations of discrimination and harassment.

Jennifer is recognized as one of the firm's authorities regarding the Federal Family and Medical Leave Act of 1993 ("FMLA") and related leave and disability laws. In this role, she creates handbook policies regarding the FMLA and other forms of leave and advises employers on how to administer leaves under the FMLA as well as compliance with the FMLA, ADA, and other laws and policies. Since the FMLA's passage in 1993, Jennifer has regularly spoken at seminars regarding the FMLA and related laws. She also assists employers in meeting the legal and practical challenges posed by federal and state laws protecting injured and ill employees.

After law school, Jennifer clerked for one year for a judge in the Superior Court for the District of Columbia.

## Honors and Recognitions

- *New York Super Lawyers*®, "Super Lawyers" (2014-present)