



(She/Her)

Principal, White Plains

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## Practices

- Background Checks
- Corporate Diversity Counseling
- Hospitality
- Employment Litigation
- Real Estate
- Restaurants
- Retail
- Workplace Training
- Environmental, Social and Governance (ESG)
- Construction
- Higher Education
- Education: K-12

## Education

- New York University School of Law, J.D. 1988
- Clark University, B.A. 1985

## Admitted to Practice

- U.S. Supreme Court 2016
- 2nd Circuit Court of Appeals 1992
- New York - E.D. N.Y. 1990
- New York - N.D. N.Y. 2015
- New York - S.D. N.Y. 1990
- New York - W.D. N.Y. 2003
- New York 1990

Michelle E. Phillips is a principal in the White Plains, New York, office of Jackson Lewis P.C. Michelle handles various types of employment litigation with an emphasis on sexual, racial and disability harassment, and LGBT matters. She also counsels clients on a variety of labor and employment matters concerning federal and state employment laws. Michelle frequently conducts and advises clients on internal investigations and leads seminars and webinars for a broad range of clients focusing on employment discrimination, diversity, sexual harassment and LGBT issues.

Michelle is a featured speaker at HRNY, NY and CT SHRM, ACC Corporate Counsel, Out & Equal Workplace Conference and other prominent organizations. Michelle conducts training on race, ethnic, intergenerational, interfaith, LGBT & other inclusion issues. She is a national speaker on such issues as an employer's duty to accommodate the sincerely held religious beliefs of employees, sexual stereotyping in the workplace, and respecting each individual's gender identity and expression.

## Honors and Recognitions

- *Who's Who Legal*, "Recommended Attorney in Labour, Employment & Benefits" (2024)
- *Thomson Reuters*, "Stand-Out Lawyer" (2024)
- *Legal 500 USA*, "Recommended Attorney" (2017, 2021)
- *New York City Bar Association*, "Diversity & Inclusion Champion" (2022)

## Pro Bono and Community Involvement

- International Community Service Day Foundation, Executive Committee Board President (1996-1999); Executive Committee Board Member (1994-1996)

## Published Works

- "Sexual Harassment and Sexual Favoritism in the 'Gay Nineties,'" *NYU Conference on Sexual Harassment In The Workplace*, 1999. [Co-Author]
- "EEOC Guidance on Sexual Harassment for Supervisors," *Sexual Harassment Litigation Reporter*, August 1999. [Author]
- "Confidential Allegations: Employers Must Investigate Sexual Harassment Claims," *New York Law Journal*, September 8, 1997. [Author]
- "Psychiatric Experts in Sexual Harassment Cases: A Critical Component of Defendant's Arsenal," *New Jersey Law Journal*, October 1996. [Author]