



Associate, Madison

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Emilia (Emi) R. Janisch is an associate in the Madison, Wisconsin office of Jackson Lewis P.C. She devotes her practice to litigating claims in defense of public and private sector employees.

Emi proudly represents employers in federal and state courts and before administrative agencies in defense of claims brought under federal law and the U.S. Constitution, including Title VII of the Civil Rights Act, the Americans with Disabilities and Rehabilitation Acts, the Age Discrimination in Employment Act, the Equal Pay Act, and claims brought pursuant to 42 U.S.C. § 1983 for alleged violations of the First, Fourth, Eighth, and Fourteenth Amendments to the U.S. Constitution.

Emi's interest in advocating for employers stems from her background in the hospitality industry. Her experience working in guest service provides a foundation for the excellent service she strives to provide to her clients. Additionally, Emi understands the complex and sensitive relationship between employers and employees, and the evolving nature of employment law in the United States. Emi seeks to build strong partnerships with clients through communication and availability to gain an understanding of the client's history, goals, and industry practices in order to provide an excellent defense for clients in all phases of litigation.

While attending Penn State Law, Emi served as the Editor-in-Chief for the Penn State Journal of Law and International Affairs, and as a Teaching Assistant for English Legal Writing and Analysis, a course offered to law students and practitioners in Ulaanbaatar, Mongolia. Emi uses her knowledge of persuasive writing to advocate for her clients and has successfully obtained numerous dismissals of lawsuits against employers prior to trial. Emi also served as a Research Assistant for Dean Dara Purvis, where she researched the changing legal landscape surrounding the issue of women's rights in the U.S.

Honors and Recognitions

- *Wisconsin Super Lawyers®*, "Rising Stars" (2024)

Pro Bono and Community Involvement

- Madison Revolution Fastpitch Softball, Former President, Coach

Speeches

- "Open Records and Open Meetings Legal Updates," Corporation Counsel/Defense Counsel Forum (Stevens Point, WI, September 2023) (presenter)

Published Works

- Madison Revolution Fastpitch Softball, Former President, Coach
- "Essential Functions and the ADA: WI Federal Court Rules on 'Qualified Individuals,'" Great Lakes Employment Law Letter (April 2023) [Author]

Education

- Michigan State University, B.A. 2016
- Pennsylvania State University
Penn State Law, J.D. 2020

Admitted to Practice

- Wisconsin 2020
- Wisconsin - W.D. Wis. 2020
- Wisconsin - E.D. Wis. 2021
- 7th Circuit Court of Appeals 2021

- “U.S. Supreme Court Says Airline Supervisor Is Exempt from the Federal Arbitration Act,” Great Lakes Employment Law Letter (July 2022) [Author]
- “Temporary Rescission of Job Offer Isn’t Adverse Employment Action, 7th Circuit Rules,” Great Lakes Employment Law Letter (April 2022) [Author]
- “Failure to Enforce COVID-19 Preventative Measures Results in Serious OSHA Act Violations,” Great Lakes Employment Law Letter (January 2022),
- “Rare Exception to FAA Kills Arbitration Clause,” Great Lakes Employment Law Letter (November 2021) [Author]