



Principal, White Plains

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Jenifer Bologna is a principal in the White Plains, New York, office of Jackson Lewis P.C. She focuses much of her practice on assisting multi-state employers with compliance solutions, developing policies and practices that are lawful in all of the jurisdictions in which they operate.

Jenifer specializes in preventative advice and counsel on a nation-wide basis, regularly advising clients on multi-state employment law issues to address an increasingly remote and hybrid workforce. In addition, she supports employers in navigating the complex and growing body of federal, state and local leave, accommodation and benefit laws that impact an employer's response to employees who are injured or ill, have family care responsibilities or need time to bond with children.

Jenifer's extensive counseling experience allows her to provide nuanced advice that helps employers effectively respond to the legal and business challenges posed by the varying array of workplace employment laws. Utilizing creative legal strategies and practical advice, she guides clients through these complex issues that often demand individualized solutions.

Jenifer's goal is to minimize her clients' litigation risk by working with them to implement preventative strategies and constructive solutions. As such, she regularly assists employers with policy and process development or improvement, including absence management and accommodation protocols and multi-state employment policies. Understanding there is no one-size-fits-all approach, Jenifer works with clients to develop an employment law compliance strategy that best fits their specific needs.

In addition to advice and counsel, Jenifer frequently speaks on disability and absence management issues and employment law compliance, including regularly conducting workplace training on these topics.

While attending law school, Jenifer was an editor of the *Law Review*.

Practices

- Higher Education
- Real Estate
- National Compliance and Multi-State Solutions
- COVID-19
- Pregnant Workers Fairness Act and PUMP for Nursing Mothers Act
- Disability, Leave and Health Management
- Healthcare
- Education: K-12
- Construction

Education

- Boston University School of Law, J.D.
- Hamilton College, B.A.

Admitted to Practice

- Connecticut - D. Conn. 1997
- New York - E.D. N.Y. 2003
- New York - S.D. N.Y. 2003
- Connecticut 1994
- New York 1994