



(She/Her)

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Rebecca J. Davis is a principal in the Cincinnati, Ohio, office of Jackson Lewis P.C.

Rebecca regularly provides preventative advice and counsel on employer decisions and practices in all phases of the employment cycle, including hiring and interviewing, policy and process development, affirmative action obligations and plans, leave management, wage and hour issues, harassment and discrimination prevention, employment agreements, restrictive covenants, internal investigations, disciplinary action, individual terminations, reductions in force, and severance plans and agreements.

Rebecca's experience includes managing all aspects of the firm's relationship with various national employers in the manufacturing and distribution, health care, retail, and financial services industries. Using her prior experience as a litigator and as in-house employment counsel for a multinational corporation, she works as a strategic partner to provide practical, business-focused compliance advice and litigation management.

Rebecca is a frequent speaker on sexual harassment, disability and leave laws, high risk investigations, wage and hour compliance, and human resources best practices, including documentation, internal investigations, performance management, and a variety of other topics.

During law school, Rebecca was a member of the Editorial Board for the University of Cincinnati Law Review.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2022-present), "Labor Law – Management" (2024-present) and "Litigation – Labor and Employment" (2025)
- *Thomson Reuters*, "Stand-Out Lawyer" (2023)

Practices

- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management
- Financial Services
- Life Sciences
- Retail
- Workplace Training

Education

- University of Cincinnati College of Law, J.D. 1997
- Ohio University, B.B.A. 1994

Admitted to Practice

- 6th Circuit Court of Appeals 1997
- Ohio - S.D. Ohio
- Ohio 1997