



Principal, Denver

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Michelle Duncan is a principal in the Denver, Colorado, office of Jackson Lewis P.C. Her practice is focused on representing employers in affirmative action and employment discrimination matters before OFCCP.

Michelle joined the firm after working for nearly fourteen years as a trial attorney with the U.S. Department of Labor, Office of the Solicitor. She served in the National Office in Washington, D.C., as well as in the Dallas and Denver Regional Offices. As a senior trial attorney, she litigated some of the Labor Department's most complex cases.

During her tenure with the U.S. Department of Labor, Michelle was widely regarded as a leading authority on OFCCP litigation. She litigated numerous OFCCP cases and provided ongoing counsel to high-level OFCCP officials. In addition, Michelle provided legal and enforcement training on a national level to both OFCCP enforcement personnel and other attorneys in the Office of the Solicitor. This unique experience enables her to provide both strategic and practical advice to Jackson Lewis clients with government contracts.

## Practices

- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Pay Equity
- Artificial Intelligence & Automation
- Higher Education

## Education

- American University Washington College of Law, J.D. 1998
- Michigan State University James Madison College, B.A. 1993

## Admitted to Practice

- Colorado 2013
- Maryland 1998

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)