



Principal, Chicago

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Nicholas A. Simpson is a principal in the Chicago, Illinois, office of Jackson Lewis P.C. His practice focuses on counseling employers on labor and employment issues and defending labor and employment litigation.

Nicholas has experience representing a wide range of clients, in claims for sexual and racial harassment; pregnancy, disability, sex, race, age, and equal pay discrimination; wrongful discharge, and violations of the ADEA, FMLA, FLSA, National Labor Relations Act, Title VII, and other statutes. He also has experience representing higher education institutions in matters involving Section 1981, Section 1983, defamation, false light, battery, and Ethics Act claims.

Nicholas regularly works to defend employers in complex labor matters. In his labor practice, Nick has experience with advising and representing clients in union organizing attempts and corporate campaigns, representing employers in labor arbitrations, defending unfair labor practice charges, representing employers in related labor litigation, and collective bargaining negotiations.

In addition to his litigation practice, Nicholas also assists clients with workplace diversity and inclusion related issues, including conducting climate surveys and internal investigations, analyzing employee related data and policies, and conducting trainings on unconscious bias, generational diversity and creating inclusive cultures. He also assists with managing internal and external communications in response to diversity and inclusion related matters.

While attending law school, Nicholas participated in the Black Law Student Association (BLSA) Mock Trial Team. In 2016, he competed in the Thurgood Marshall Mock Trial Competition where his team placed first overall in both the National and Regional competition. He also worked as a legal extern for both the Illinois Educational Labor Relations Board and for the Honorable Amy St. Eve, U.S. District Court for the Northern District of Illinois.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law – Management" and "Ones to Watch: Litigation – Labor and Employment" (2023-present)
- National Employment Law Council (NELC), Academy Fellow (2019, 2020)
- *Illinois Super Lawyers*®, "Rising Stars" (2023)

## Practices

- Higher Education
- Employment Litigation

## Education

- DePaul University College of Law, J.D. 2016
- Southern Illinois University, Carbondale, B.A. 2013

## Admitted to Practice

- Illinois - C.D. Ill. 2018
- Illinois - N.D. Ill. 2016
- Illinois - S.D. Ill. 2020
- Illinois 2016