



Principal, Chicago

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Audrey.Gardner@jacksonlewis.com

Practices

- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Class Actions and Complex Litigation

Education

- University of San Diego School of Law, J.D. 2014
- Brigham Young University, B.A. 2011

Admitted to Practice

- 9th Circuit Court of Appeals 2021
- Illinois 2021
- 10th Circuit Court of Appeals 2020
- California - N.D. Cal. 2019
- Utah - D. Utah 2017
- Utah 2017
- California - E.D. Cal. 2017
- California 2015

Audrey Olson Gardner is a principal in the Chicago, Illinois office of Jackson Lewis P.C. Audrey grew up and started her career in Southern California, where she began representing employers and saw firsthand the way over-reaching employment laws and regulations impact businesses. After moving to and practicing employment law in Utah, she settled down in Illinois, where she continues to defend employers in all types of workplace disputes. In particular, Audrey specializes in employment litigation, including single-plaintiff and class action claims of discrimination, harassment, retaliation, wage and hour violations, and noncomplete/restrictive covenant issues.

Audrey handles cases from the administrative phase through final judgment. She has extensive experience before the Equal Employment Opportunity Commission, U.S. Department of Labor, Illinois Department of Human Rights, Utah Antidiscrimination and Labor Division, and the California Civil Rights Department. She also has significant appellate experience, including oral arguments before the Seventh and Ninth Circuit Courts of Appeal.

Audrey represents clients in a wide-variety of industries, with particular experience in the transportation, healthcare, retail, technology, and finance industries. In working with clients, Audrey recognizes there is no “one size fits all” approach. Instead, Audrey partners with clients to understand their specific risk tolerance as well as the particular needs and goals of their business operations. She then works to achieve a result consistent with those individualized needs and goals, maintaining open communication along the way.

Audrey believes the best offense in any case includes a strong defense. Thus, outside her litigation practice, she works closely with clients to develop compliant business practices and written policies capable of withstanding scrutiny. She also conducts workplace trainings and provides day to day advice and counsel when workplace issues arise. In so doing, Audrey’s goal is to operate not only as a fierce defense lawyer, but a trusted advisor and business partner.

Honors and Recognitions

- *The Best Lawyers in America*®, “Ones to Watch: Labor and Employment Law – Management” (2024-present)
- *Illinois Super Lawyers*®, “Rising Stars” (2023)

Pro Bono and Community Involvement

- Utah Bar Association Tuesday Night Bar, Pro Bono Attorney

Published Works

- “Misclassification of Employees under the FLSA,” *California Apparel News* (October 2015) [Co-Author]
- “Brown v. Plata and the Expansion of Federal Equity Jurisdiction,” *California Criminal*

