



Jeanine M. Gozdecki, a partner in the firm's Labor & Employment Department, has spent over 30 years representing, counseling, and advocating for her business clients in virtually all aspects of the employment relationship.

Recognized by *Best Lawyers in America*, including as a *Best Lawyers Women in the Law* for her employment law work, and as "Lawyer of the Year" in 2013 and 2020, Jeanine works collaboratively with her clients to pre-empt and minimize legal risks, and improve productivity and business success.

Jeanine is a trusted advisor to her clients and partners with them to develop strategies, assess legal exposure, and solve problems. Confidentially and behind the scenes, Jeanine guides her clients through significant employment challenges, including navigating complicated issues in the C-Suite, responding to harassment complaints, positively affecting workplace culture, directing and conducting internal investigations, as well as developing 'best practices' and training for executives, supervisors, and employees in professional, educational, and manufacturing work environments.

In litigation and advocacy roles, Jeanine has successfully represented clients before administrative agencies, in mediation, jury trials, bench trials, the appellate courts, and before a U.S. Congressional Committee. Her litigation experience spans multiple federal and state jurisdictions, including enforcement of restrictive covenants, defending claims under Title VII, the ADA, and FMLA, Title IX, and other federal laws.

She regularly serves as a panelist, author, moderator, and instructor in legal presentations to attorneys, clients, human resource personnel, and other professionals. She has been a thought leader on workplace culture, DEI and anti-harassment policies. For many years, Jeanine was an adjunct professor at Notre Dame Law School, and a guest faculty member for the National Institute for Trial Advocacy (NITA), teaching deposition and trial advocacy skills.

She has served in multiple leadership roles in professional, community,

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EDUCATION

Notre Dame Law School, (J.D.), 1992
University of Notre Dame, (B.A.), 1985

BAR ADMISSIONS

Indiana

COURT ADMISSIONS

U.S. Court of Appeals for the Seventh Circuit

U.S. District Court for the Northern District of Indiana

U.S. District Court for the Western District of Michigan

LANGUAGES

English

PRACTICES

Commercial Litigation
Compliance and Monitorships
Disability, Leave and Medical Issues
Discipline and Termination
Discrimination Defense
Downsizing and WARN Act
EEO Compliance
Employment
Employment Litigation
Executive Level (or C-Suite) Internal Investigations

and other public service organizations; she was awarded the firm's Joseph A. Maley Pro Bono Award in connection with her pro bono work with several non-profit organizations. Jeanine just completed an extended term as Chair of the YWCA of North Central Indiana, and recently served as a Board Member and officer of Downtown South Bend, Inc.

Jeanine's leadership also includes having chaired multiple professional committees, serving as chair of the Indiana Supreme Court's Commission for Continuing Legal Education, as President of the St. Joseph County Bar Association, and taking an active role on the firm's Diversity & Inclusion Committee.

Jeanine graduated from the University of Notre Dame and Notre Dame Law School, and earned a certificate in Public Policy Mediation from the Indiana University Robert H. McKinney School of Law. Jeanine worked for several years as a broadcast journalist before graduating from law school.

Honors

The Best Lawyers in America, 2024

- Financial Institutions
- Labor and Employment
- Litigation
- Management and Employee Training
- Mergers and Acquisitions - Labor Issues
- National Labor Relations Board (NLRB)
- Non-Compete and Trade Secrets
- Sarbanes-Oxley and Dodd-Frank Acts
- Wage and Hour
- White Collar and Investigations
- Workplace Counseling
- Workplace Culture 2.0

INDUSTRIES

- Colleges and Universities
- Education
- Healthcare
- Hospitals and Healthcare Facilities
- Manufacturing