



**MICHELLE E. PHILLIPS** is a Principal in the White Plains office of Jackson Lewis P.C. Ms. Phillips is a member of the firm's Diversity Committee. Ms. Phillips handles various types of employment litigation with an emphasis on sexual and racial harassment and LGBT matters. She also counsels clients on a variety of labor and employment matters concerning Federal and State employment laws. She frequently conducts and advises clients on internal investigations and leads employment discrimination, diversity, sexual harassment and LGBT seminars and webinars for a broad range of clients.

Ms. Phillips is a featured speaker at HRNY, NY, NJ and CT SHRM Conferences, ACC Corporate Counsel, ABA Labor and Employment Conference, Out & Equal Workplace Conference and other prominent organizations. Ms. Phillips conducts training on race, ethnic, intergenerational, interfaith, LGBT & other inclusion issues. She is a national speaker on such issues as an employer's duty to accommodate the sincerely held religious beliefs of employees, sexual stereotyping in the workplace and respecting each individual's gender identity & expression.

Ms. Phillips has recently been quoted in and/or has co-authored the following publications:

- 1.25.16 New York State and New York City Guidance Focus Transgender Discrimination  
<http://www.jacksonlewis.com/publication/new-york-state-and-new-york-city-guidance-focus-transgender-discrimination>
- 3.8.16 "Straight or Gay? Your Boss Wants to Know" Published by Bloomberg News  
<http://www.bloomberg.com/news/articles/2016-03-08/straight-or-gay-your-boss-wants-to-know-but-don-t-worry> and <http://www.bloomberg.com/news/articles/2016-04-13/lgbt-bias-charges-increase-28-in-u-s-as-state-protections-lag>
- 3.14.16 "Do Ask, Do Tell?" Published by SHRM  
[https://www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/asking-about-sexual-orientation.aspx?1&utm\\_source=feedburner&utm\\_medium=feed&utm\\_campaign=Feed:%20shrm%20news%20diversity%20\(SHRM%20Online%20Diversity%20News\)](https://www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/asking-about-sexual-orientation.aspx?1&utm_source=feedburner&utm_medium=feed&utm_campaign=Feed:%20shrm%20news%20diversity%20(SHRM%20Online%20Diversity%20News))
- 6.17.16 OFCCP's New Sex Discrimination Regulations Imposes a Few New Obligations on Employers <http://www.jacksonlewis.com/publication/ofccp-s-new-sex-discrimination-regulations-imposes-few-new-obligations-employers>
- 7.21.16 EEOC: Title VII Prohibits Employment Discrimination Based on Gender Identity, Sexual Orientation <http://www.jacksonlewis.com/publication/eec-title-vii-prohibits-employment-discrimination-based-gender-identity-sexual-orientation>
- 9.24.16 "Federal Court Rejects EEOC Concept of Race, Upholds Employer's Dreadlock Ban" <http://www.jacksonlewis.com/publication/federal-court-rejects-eec-concept-race-upholds-employer-s-dreadlock-ban>
- 1.26.17 "New Proposed Anti-Harassment Guidance Addresses Many Issues" <http://www.jacksonlewis.com/publication/new-proposed-anti-harassment-guidance-addresses-many-issues>
- 4.21.17 "Popular TV and Films Love to Hate HR" Published by SHRM  
<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/hr-on-tv-and-in-film.aspx>

- 5.17.17 "University of Iowa Athletics Employee Wins \$1.4M Discrimination Claim" Published by SHRM  
<https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/university-of-iowa-discrimination-verdict.aspx>
- 5.19.17 "Combatting Transgender Discrimination in the Workforce" Published by Advisen  
[http://www.advisen.com/tools/fpnproc/fpns/articles\\_new\\_1/P/283749297.html?rid=283749297&list\\_id=1](http://www.advisen.com/tools/fpnproc/fpns/articles_new_1/P/283749297.html?rid=283749297&list_id=1)
- 5.26.17 "Goldman Sachs Asks Job Seekers to Come Out: What are the Risks?" Published by Bloomberg BNA  
<https://www.bna.com/goldman-sachs-asks-n73014451574/>
- Ms. Phillips has also authored several leading articles on sexual harassment, including "*Sexual Harassment and Sexual Favoritism In The 'Gay Nineties,'*" "*Confidential Allegations: What to Do? Employers Must Investigate Sexual Harassment Claims*" featured in the New York Law Journal and the "*Vicarious Liability of Supervisors Post-Farragher*" in the Sexual Harassment Litigation Reporter'. In addition, Ms. Phillips' article on "*Psychiatric Experts in Sexual Harassment Cases: A Critical Component of Defendant's Arsenal*" was published in the New Jersey Law Journal in 1996.

Ms. Phillips received her bachelor's degree, *summa cum laude*, from Clark University in 1985. She was elected to Phi Beta Kappa in 1984 and she received her Juris Doctor degree from New York University School of Law in 1988. She is a member of the New York Bar and is admitted to practice in the Southern, Eastern, Western and Northern Districts of New York, the United States Court of Appeals for the Second Circuit and the United States Supreme Court.