



Michelle E. Phillips

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Practices

General Employment
Litigation
Workplace Training

Services

Background Checks
New York Metro

Industries

Hospitality
Real Estate
Retail and Consumer
Goods

Education

New York University
J.D., 1988

Clark University
B.A., 1985
summa cum laude, Phi
Beta Kappa

Admitted to Practice

- U.S. Supreme Court, 2016
- 2nd Circuit Court of Appeals, 1992
- New York - E.D. N.Y., 1990
- New York - N.D. N.Y., 2015
- New York - S.D. N.Y., 1990
- New York - W.D. N.Y., 2003

Michelle E. Phillips is a principal in the White Plains, NY, office of Jackson Lewis P.C. Michelle is a member of the firm's Diversity and Inclusion Committee. Michelle handles various types of employment litigation with an emphasis on sexual, racial and disability harassment, and LGBT matters. She also counsels clients on a variety of labor and employment matters concerning federal and state employment laws. Michelle frequently conducts and advises clients on internal investigations and leads seminars and webinars for a broad range of clients focusing on employment discrimination, diversity, sexual harassment and LGBT issues.

Michelle is a featured speaker at HRNY, NY and CT SHRM, ACC Corporate Counsel, Out & Equal Workplace Conference and other prominent organizations. Michelle 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 and expression.

Pro Bono and Community Involvement

- International Community Service Day Foundation, Executive Committee Board President (1996-1999); Executive Committee Board Member (1994-1996)

Honors and Recognitions

- *Legal 500 USA*, "Recommended Attorney" (2017)

Published Works

- "Sexual Harassment and Sexual Favoritism in the 'Gay Nineties,'" *NYU Conference on Sexual Harassment In The Workplace*, 1999. [Co-Author]
- "EEOC Guidance on Sexual Harassment for Supervisors," *Sexual Harassment Litigation Reporter*, August 1999. [Author]
- "Confidential Allegations: Employers Must Investigate Sexual Harassment Claims," *New York Law Journal*, September 8, 1997. [Author]
- "Psychiatric Experts in Sexual Harassment Cases: A Critical Component of Defendant's Arsenal," *New Jersey Law Journal*, October 1996. [Author]

- New York, 1990

Social Media

LinkedIn