

Of Counsel, Minneapolis

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## Practices

- Manufacturing
- National Compliance and Multi-State Solutions
- Employment Litigation
- Workplace Training
- Disability, Leave and Health Management

## Education

- University of South Dakota School of Law, J.D. 2012
- University of Minnesota Twin Cities, B.A. 2007

## Admitted to Practice

- North Dakota - D. N.D. 2024
- Minnesota - D. Minn. 2017
- Minnesota 2012

Janell M. Stanton is of counsel in the Minneapolis, Minnesota, office of Jackson Lewis P.C. Janell strives to help employers confront compliance challenges, mitigate risk and foster productive workplaces. Janell's practice merges litigation and advisory work as she advocates for employers in disputes while proactively guiding them through multi-state policy development, investigations, and training.

Janell understands that a dedicated labor and employment attorney requires maintaining a constant balance of scholarship and application, studying evolving laws regulations, and leveraging that knowledge to create effective defense strategies to drive optimal resolutions to complex legal challenges. She represents management in both single-plaintiff and class/collective actions, including matters involving allegations of discrimination, harassment, wrongful termination, retaliation and wage and hour claims.

Janell appreciates that beyond the academic and technical a workplace law practice, the successful practitioner must place a premium on emotional intelligence and being mindful of the "human" in human resources. Therefore, she offers comprehensive advice and counsel on common workplace issues, including drafting and reviewing compliant policies, conducting internal investigations, and developing training programs tailored to each client's unique needs.

Janell's ultimate goal is to help employers manage the often-tricky legal landscape, ensure compliance with federal and state regulations and encourage positive employee relations. What continues to drive Janell in her daily practice is the intersection of law, business strategy and human dynamics and how to leverage the three legs of the workplace law stool to the advantage of employers.

## Pro Bono and Community Involvement

- Domestic Abuse Legal Advocacy Center, Volunteer
- Smile Network International, Advisory Board Member
- Wills for Heroes, Volunteer

## Published Works

- "Hiring Handbook" 3rd Edition, *Minnesota Continuing Legal Education* [Chapter author]
- "A Practical Guide to Remote and Hybrid Workplaces", *Minnesota Continuing Legal Education* [Chapter author]
- "The Employment Law 60: The 60 Cases Every Employment Lawyer Must Know Inside and Out", *Minnesota Continuing Legal Education* (2024) [Chapter author]

## Speeches

- "The Employment Law 60: Workplace Accommodations," Minnesota CLE (Minneapolis, MN, October 2024)
- "Hiring and Firing, Finding the Right Candidate - Recruiting, Screening, and Background

Checks," Minnesota CLE (Minneapolis, MN, December 2023)