

# JacksonLewis John P. Cratty

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## Practices

- Workplace Training
- Disability, Leave and Health Management

## Education

- Valparaiso University Law School, J.D. 2006
- Monmouth College, B.A. 2003

## Admitted to Practice

- Illinois - C.D. Ill. 2007
- Iowa (inactive) 2007
- Illinois 2006

John (J.P.) Cratty is of counsel in the Chicago, Illinois, office of Jackson Lewis P.C. With over a decade of experience in both legal and human resources roles at publicly traded and not-for-profit companies, J.P. understands the importance of providing advice that meets each client's legal, strategic, and practical objectives.

Having worked alongside members of the C-suite to HR employees on the front line of daily workplace law issues, J.P. leverages his understanding of internal business dynamics and corporate culture to guide employers and demystify complex workplace matters and—more importantly—proactively prevent litigation whenever possible. When required, he defends clients in matters before the Equal Employment Opportunity Commission, Illinois Department of Human Rights, and the Illinois Department of Labor, including claims under Title VII, ADA, FMLA, FLSA, and WARN.

For multi-state employers, regulatory compliance is key to avoiding legal pitfalls, so J.P. advises employers on maintaining compliance with local, state and federal laws regarding hiring, termination, discipline, discrimination, harassment, leaves, accommodations, reductions in force, and wages. As part of his proactive approach to ensuring employers stay in line with all relevant laws and regulations, he advises employers on handbook policies, performs compliance audits and investigations, and trains managers and employees on sexual harassment and other employment laws.