



Principal, Chicago

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Jody Kahn Mason is a principal in the Chicago, Illinois, office of Jackson Lewis P.C., and is a co-leader of both the firm's Biometric Privacy Litigation Group and the Privacy Litigation team. Jody has significant litigation and trial experience, and is a member of the Trial Bar of the U.S. District Court for the Northern District of Illinois.

## Practices

- National Compliance and Multi-State Solutions
- Biometrics
- Class Actions and Complex Litigation
- COVID-19
- Disability, Leave and Health Management
- Higher Education
- Employment Litigation
- Privacy, Data and Cybersecurity
- Privacy Litigation

## Education

- Boston College Law School, J.D. 2006
- University of Notre Dame, B.A. 2003

## Admitted to Practice

- 7th Circuit Court of Appeals 2019
- Illinois - C.D. Ill. 2011
- Illinois - N.D. Ill. 2006
- Illinois - S.D. Ill. 2020
- Indiana - N.D. Ind. 2007
- Indiana - S.D. Ind. 2007
- Illinois 2006
- Indiana 2007

Jody has counseled countless companies regarding compliance with biometric privacy laws, including the Illinois Biometric Information Privacy Act ("BIPA"). She has litigated dozens of putative class action lawsuits involving alleged violations of the BIPA in state and federal courts throughout Illinois. She regularly speaks on biometric privacy issues and is a recognized thought leader regarding this developing and complex area of the law. Jody helps clients to mitigate potential exposure and aggressively litigates biometric privacy cases, when necessary. Jody has also litigated other types of privacy claims and helps to advise clients on a range of other privacy-related issues, with an eye toward litigation avoidance and mitigation measures.

In addition, Jody partners with employers to minimize workplace disputes by providing practical advice, proactive strategies, and creative solutions to potential issues with employees. When litigation is unavoidable, Jody has successfully litigated cases on behalf of employers accused of harassment, discrimination, wrongful termination, retaliation, tortious interference, breach of contract, and Family and Medical Leave Act (FMLA) violations, and other alleged wrongful conduct. She regularly defends employers in disputes pending before federal and state courts and administrative agencies.

Jody routinely counsels employers regarding the laws which protect sick and injured employees, including the Americans with Disabilities Act (ADA) and FMLA, and helps employers navigate complex disability, health, and leave management issues. She frequently guides employers through the ADA's interactive process and helps employers ensure compliance with the technicalities of the FMLA. She also provides guidance to employers regarding the complexities of the Chicago and Cook County Earned Sick Leave Ordinances. She strives to help employers avoid litigation entirely, or if that is not possible, to mitigate the risks and costs inherent in litigation.

Prior to joining Jackson Lewis, Jody worked at a Chicago-based litigation boutique where she represented a number of companies involved in complex litigation, including product liability, pharmaceutical, medical malpractice, environmental, and general tort litigation.

## Honors and Recognitions

- *Crain's Chicago Business*, "Notable Leader in Employment and Labor Law" (2023)
- *The Best Lawyers in America*®, "Employment Law – Management" (2023-present)
- *Legal 500 USA*, "Recommended Attorney" (2017)
- *Super Lawyers*®, "Rising Stars" (2013-2020)

## Published Works

- “Chicago City Council Passes COVID-19 Anti-Retaliation Ordinance,” *SHRM* (June 2020) [Co-Author]
- “Recruiting Update: Make Sure Your Hiring Practices Comply With Current Law,” *Illinois Banker* (February 2016) [Co-Author]