



(He/Him)

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Chris Patrick is a Principal in the Denver office of Jackson Lewis P.C. and a leader in the firm's Diversity Counseling and Affirmative Action Compliance and OFCCP Defense practice groups, and its Pay Equity resource group.

Chris advises employers on developing and implementing policies that reduce legal risk and support workplace fairness. Known for his business-minded and client-centered approach, he tailors his advice to the specific needs, goals, and operating realities of each client.

To align legal strategy with business priorities, Chris collaborates closely with the firm's analysts, statisticians, and data scientists to deliver data-informed legal guidance that is both strategic and actionable. He serves as relationship manager for several large national employers, leading cross-practice teams to deliver high-value, cost-effective counsel across jurisdictions.

## Representative matters include:

- Analyzing hiring, promotion, pay, and performance practices using regression and other statistical tools to ensure non-discrimination.
- Advising on pay transparency laws and helping clients align practices with evolving disclosure requirements.
- Counseling and risk assessment on employer diversity programs, policies, and training to align with federal and state anti-discrimination requirements.
- Designing and defending affirmative action plans under Section 503 (disability) and VEVRAA (veterans).
- Counseling on state-level affirmative action and non-discrimination obligations.
- Guiding the design and implementation of compliant applicant tracking systems.
- Navigating conflicting state laws and risks around data collection and reporting.
- Assessing EEO-related risks in mergers, acquisitions, restructurings, and reductions in force.

Outside the office, Chris enjoys traveling, discovering new restaurants, a good hammock, and exploring Colorado with his wife and two children.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2021–present) and "Litigation – Labor and Employment" (2025)
- *Business Today*, "Top 10 Pioneering Colorado Labor & Employment Lawyer" (2023)
- *Chambers USA*, "Labor and Employment" (2016–2019, 2022–present)

## Published Works

- "UPDATE: EEO-1 Reporting Deadline Extended Until October 25, 2021," *The National Law Review* (August 2021) (co-author)

## Practices

- Financial Services
- Healthcare
- Higher Education
- Technology
- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Pay Equity
- Privacy Litigation
- Corporate Governance and Investigations
- Corporate Diversity Counseling

## Education

- Pepperdine University School of Law, J.D. 2005
- University of Colorado at Boulder, B.S. 2000

## Admitted to Practice

- California 2005
- Colorado 2007

- “OFCCP’s New Scheduling Letters Result in Few Changes for Contractors,” *The National Law Review* (April 2020) (co-author)
- “Despite Snag in Employee Pay Data Reporting, Pay Transparency Marches On,” *Daily Journal* (October 2019) (co-author)
- “Unpacking the OFCCP’s Proposed Audit Compliance Letters,” *Law360* (August 2019) (co-author)
- “Rethinking Pay Equity: Who is ‘Comparable’ for Pay Equity Purposes?,” *Jackson Lewis* (March 2019) (author)
- *Affirmative Action Law Advisor Blog* (contributor)
- *Pay Equity Law Advisor Blog* (contributor)
- *California Workplace Law Blog* (contributor)

## Speeches

- “Pay Equity: Meeting the Evolving Requirements and Becoming Who Your Organization Wants to Be,” *SHRM21* (Las Vegas, NV, September 2021) (presenter)
- “Corporate Efforts to Combat Systemic Racism: Mitigating Risks and Unintended Consequences,” *San Antonio Industry Liaison Group* (San Antonio, TX, September 2021), *North Texas Industry Liaison Group* (webinar, March 2021) (co-presenter)
- “In Full Disclosure: Harmonizing the Patchwork of Pay Transparency Laws,” *Industry Liaison Group National Conference* (Nashville, TN, August 2021) (co-presenter)
- “Fine Tuning Diversity Strategies to Achieve Results and Avoid Legal Pitfalls,” *Industry Liaison Group National Conference* (Nashville, TN, August 2021) (co-presenter)
- “National Origin and Religious Discrimination,” *American Association for Access, Equity, & Diversity Professional Development and Training Institute* (webinar, June 2020, October 2020, March 2021, August 2021) (co-presenter)
- “Alternative Dispute Resolution & Evolving Trends in EEO Laws,” *American Association for Access, Equity & Diversity Professional Development and Training Institute* (webinar, June 2020, October 2020, March 2021, August 2021) (co-presenter)
- “Colorado’s Opportunity Transparency Requirements: Can your Promotions Systems Comply?,” *Colorado Industry Liaison Group* (March 2021) (presenter)
- “TAG—You’re It: What OFCCP’s Technical Assistance Guide for Educational Institutions Clarifies (and What It Doesn’t),” *American Association for Access, Equity, and Diversity 46th Annual National Conference* (virtual conference, August 2020) (co-presenter)
- “OFCCP Focused Reviews: What to Expect and How to Prepare,” *Ohio Industry Liaison Group* (virtual meeting, May 2020) (presenter)
- “State Pay Equity Compliance for Employers: Closing the Pay Gap and Conducting Privileged Pay Audits,” *Strafford Publications* (Webinar, September 2019) (co presenter)
- “Starting Salary: Where the Road to Pay Equity Begins,” *Industry Liaison Group National Conference* (Milwaukee, WI, August 2019) (co-presenter), *DirectEmployers Annual Meeting* (Naples, FL, May 2019) (co presenter)
- “Pay Equity: Identifying and Mitigating the Risks of Potential Pay Discrimination,” *Local Job Network, now Circa* (webinar, September 2016) (presenter)
- “How to Identify Potential Barriers in Your Hiring Process,” *Hospitality Human Resources Association* (Denver, CO, August 2016) (presenter)
- “How to Conduct Effective Outreach and Recruitment,” *Local Job Network, now Circa* (webinar, April 2016, December 2015) (presenter)
- “Recruiting Regulation & Affirmative Action: What You Don’t Know Can Hurt You,” *Recruiting Trends* (Orlando, FL, November 2015) (presenter)

