



Lori L. Deem

Partner

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LORI L. DEEM is an employment lawyer and partner at Outten & Golden LLP in Chicago, Illinois. She is the Co-chair of the [Sex Discrimination and Sexual Harassment Practice Group](#), Co-chair of the [Discrimination Practice Group](#), and is a member of the [Executives and Professionals Practice Group](#). Ms. Deem has practiced employment law for her entire legal career. She represents employees/plaintiffs exclusively in various types of employment matters in all a number of forums, including federal or state court, governmental agencies and alternative dispute resolution (ADR) settings.

Ms. Deem primarily regularly represents individual executives and employees for negotiation and litigation in a variety of employment-related matters, including the following areas: employment discrimination, sexual harassment, retaliatory discharge (including whistleblower claims under The Sarbanes-Oxley Act of 2002), Family and Medical Leave Act (FMLA) violations, and related employment torts. She also has extensive experience as well as drafting and negotiating of employment contracts, separation agreements, and non-compete agreements. She has also conducted sexual harassment and other workplace investigations at the request of employers. Ms. Deem has advised senior executives and employees experiencing difficult career and workplace challenges, helping them develop strategies to navigate toward a workable solution.

From 2008 through 2012, she was recognized each year as a “Rising Star” by Illinois Super Lawyers, recognizing the top 2.5 percent of young attorneys in Illinois. Since the fall of 2012, Ms. Deem has been recognized each year as a Super Lawyer by Illinois Super Lawyers and as a Leading Lawyer by Leading Lawyers Magazine.

Ms. Deem is currently serving as the Employee Co-Chair of the Employment Rights and Responsibilities Committee, the Employee Co-Chair of the Trial Institute Committee, and the Employee Co-Chair of the Leadership Development Committee of the Labor & Employment Section of the American Bar Association. She also serves on the Leadership Committee for the Chicago Chapter of ERR. In 2011, Ms. Deem was selected to participate in the ABA Labor & Employment Section's Leadership Development Program. Ms. Deem is also a member of the Illinois and National Chapters of the National Employment Lawyers Association (NELA) and the Chicago Bar Association. She is a frequent speaker and writer on various employment law topics.

Ms. Deem graduated *summa cum laude* with a BA from Xavier University and received a JD from Loyola University Chicago School of Law.

Bar Admissions & Professional Activities

- Ms. Deem is admitted to the Illinois Supreme Court and the United States District Court, Northern District of Illinois.

- American Bar Association, Labor & Employment Law Section:
 - Aug. 2016 - Present: Employee Co-Chair - Employment Rights & Responsibilities Committee (ERR)
 - Aug. 2016 - Present: Employee Co-Chair - Trial Institute Committee
 - Aug. 2017 - Present: Employee Co-Chair - Leadership Development Committee
 - Sept. 2014 - Aug. 2016: Employee Co-Chair - ABA Annual Meeting Committee
 - Aug. 2013 - Aug. 2016: Employee Administrative Co-Chair - Employment Rights & Responsibilities Committee (ERR)
 - 2013 - 2014: Employee Co-Chair - National Programs Subcommittee (Webinars)
 - 2012 - 2013: Employee Vice Chair - National Programs Subcommittee (Webinars)
 - Plenary Track Coordinator - 7th Annual National CLE Conference
 - Aug. 2010 - Aug. 2013: Employee Program Co-Chair - Employment Rights & Responsibilities Committee (ERR)
 - Leadership Development Program - 2011 Class Member
 - Aug. 2009 - Aug. 2010: Employee Membership Co-Chair - Employment Rights & Responsibilities Committee (ERR)
 - Aug. 2008 - Aug. 2009: Employee Co-Chair, Whistleblower Subcommittee - Employment Rights & Responsibilities Committee (ERR)
 - Annual Trial Advocacy Competition: Volunteer Evaluator (each year since 2010)
- National Employment Lawyers Association (both National and Illinois Chapters) - Member

- Chicago Bar Association - Member

Speaking Engagements

2019

- Panelist: "#MeToo in the Law: A panel discussion on sexual harassment in the legal workplace," Seventh Circuit Bar Association Diversity and Inclusion Committee, CLE Seminar, Chicago, IL

2018

- Panelist: "[Litigating Executive Departures: Breaking Up Is Hard to Do](#)," ABA Section of Labor and Employment Law, 12th Annual Labor and Employment Law Conference, San Francisco, CA
- Panelist: "The Changing World of Harassment and Discrimination," American Bar Association, Section of Labor & Employment, Annual Meeting, Chicago, IL
- Presenter: "[A View from the Other Side: Employee Relations and Investigations Mistakes and Best Practices from the Plaintiff's Perspective](#)," Human Capital Institute, Webinar
- "2018 Legal Trends from a Plaintiff Attorney's Perspective," HR Acuity Employee Relations Roundtable, White Plains, NY
- Panelist: "Issues in Employment Law: Harassment," Illinois Institute of Continuing Legal Education (IICLE), 2018 Employment Law Institute, Chicago, IL
- Speaker: "Strong Foundations Build Strong Cases: Covenants Not to Compete and Trade Secrets," American Bar Association, Section of Labor & Employment, Employment Rights and Responsibilities Midwinter Meeting, Dana Point, CA
- Panelist: "Sexual Harassment in the Workplace," DePaul University College of Law, Journal of Women, Gender and the Law Symposium, Chicago, IL
- Speaker: "How to Minimize Risks Associated with Internal Investigations," - based on a hypothetical workplace sexual harassment scenario," Illinois Association of Park Districts/Illinois Park and Recreation Association, Annual Conference, Chicago, IL

2017

- Speaker: "Investigations & HR: What You Need to Know," Northern Illinois Chapter of the Society of Human Resource Management (NISHRM), Chicago, IL
- Speaker: "What Every In-House Counsel Needs to Know About Internal Investigations," Federal Bar Association, Webinar
- Speaker: "Legal Update - Plaintiff's Employment Attorney Perspective," HR Acuity Employee Relations, Roundtable, Newark, NJ
- Discussion Leader: "Legal Update," HR Acuity - Employee Relations Roundtable, Chicago, IL

2016

- Speaker: "Confidentiality, Waivers and Similar Settlement Agreement Provisions Under Scrutiny: Tell Me About Your Settlement Agreement," American Bar Association, Section of Labor & Employment, 10th Annual Labor & Employment CLE Conference, Chicago, IL
- Speaker: "Pay No Attention to the (Wo)man Behind the Curtain: A Frank Discussion Regarding Investigation Advice from the Defense and Plaintiff's Perspectives," Society of Human Resource Management of Missouri (SHRMM), Annual Conference, Kansas City, KS
- Speaker: "Investigations Best Practices," Illinois Institute for Continuing Legal Education (IICLE), Annual Employment Law Institute, Chicago, IL

2015

- Speaker: "Don't Be Another Headline - Health Care HR Compliance Lessons Learned," Chubb Agency Education, Webinar
- Speaker: "Latest Trends and Legal Developments in Retaliation Law," Chicago Bar Association, Chicago, IL
- Speaker: "A View from the Other Side: Employee Relations and Investigations Mistakes and Best Practices from the Plaintiff's Perspective," HR Acuity Employee Relations, Roundtable, Newark, NJ
- Speaker: "Pay No Attention to the (Wo)Man Behind the Curtain: A Frank Discussion and Investigation Advice from Defense and Plaintiff's Counsel," Association of Workplace Investigators (AWI), Sixth Annual Conference, Los Angeles, CA
- Speaker: "Retaliation: Squelching Employees' Ability to Report Discrimination," EEOC Training Institute, 2015 EEOC Chicago Area Seminar, Chicago, IL
- Speaker: "Strategies for Handling Post-Settlement Setbacks," National Employment Lawyers Association (NELA), National Convention, Atlanta, GA
- Speaker: "Illinois Legislative Update: Looking Ahead - Political Climate and Legislative Update on the 99th General Assembly," Illinois Institute for Continuing Legal Education (IICLE), 2nd Annual Employment Law Institute, Chicago, IL
- Speaker: "Understanding Employment Law 2015, Discrimination Law Basics," Practicing Law Institute (PLI), Chicago, IL

2014

- Speaker: "Employee Mobility and the Impact on Company Confidential Information," American Bar Association, 8th Annual Labor & Employment Conference, Los Angeles, CA
- Speaker: "Don't Be Another Headline: Human Resource Compliance Lessons Learned," The American Society of Healthcare Human Resources Administration (ASHHRA), 50th Annual Conference, Chicago, IL

2013

- Speaker: "2013 EEO Developments - Year in Review," Chicago Bar Association, Employment CLE Conference, Chicago, IL
- Speaker: "Workplace Investigation Basics: The Employee/Plaintiff Perspective," American Bar Association, 6th Annual Labor & Employment CLE Conference, New Orleans, LA

2012

- Speaker: "Bridge Over Troubled Waters: Dealing with the Problem Employee," American Bar Association, Section of Labor & Employment, 5th Annual Labor & Employment CLE Conference, Atlanta, GA
- Speaker: "Ethical Concerns for the In-House Attorney Who Becomes Adversarial to His/Her Employer," American Bar Association, Section of Labor & Employment, Chicago Employment Rights & Responsibilities Committee CLE Ethics Seminar, Chicago, IL

2011

- Speaker: "Can You Keep a Secret? How to Effectively Communicate Within the Limits of the Attorney/Client Privilege and Work Product Doctrine in an In-House Setting," American Bar Association, 5th Annual Labor & Employment CLE Conference, Seattle, WA
- Speaker: "Bullying in the Workplace," Illinois Institute for Continuing Legal Education (IICLE), 14th Annual Labor and Employment Law Update, Chicago, IL

2010

- Speaker: "Overview of Non-Statutory Employment Law Claims," American Bar Association, 4th Annual Labor & Employment CLE Conference, Chicago, IL
- Speaker: "Obama + 1 - A Review of Important Employment Law Changes During the First Year of the Obama Administration," Labor and Employment Relations Association, Chicago, IL
- Speaker: "Here, There and Everywhere - New and Pending Whistleblower Legislation and Strategies for Handling Expanding Whistleblower Protections," American Bar Association, Section of Labor & Employment, Employment Rights and Responsibilities Midwinter Meeting, San Diego, CA

2009

- Speaker: "Employment and Labor Update: 2009 and Beyond," Labor and Employment Relations Association, Chicago, IL
- Speaker: "Whistleblowing Nuts and Bolts," American Bar Association, Section of Labor & Employment, Employment Rights and Responsibilities Midwinter Meeting, Key West, FL

Awards & Recognition

- 2019 Legal 500 United States Recommended Labor and Employment Lawyer

- 2018-2019 Lawdragon 500 Leading Plaintiff Employment Lawyers
- [Illinois Super Lawyers](#): 2012 - Present
- [Illinois Super Lawyers](#) Rising Stars: 2008 - 2012
- Leading Lawyers Network: 2012 - Present
- American Bar Association Center for Professional Development - 2013 Partner Appreciation Award