

## Leah M. Farmer

### Associate

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#### Services

Employment Counseling  
Employment Litigation & Class  
Actions  
Labor & Employment  
Labor Relations  
Litigation  
Wage & Hour  
White Collar Crime & Internal  
Investigations

#### Industries

Energy  
Media & Entertainment  
Retail & Consumer Goods  
Technology

Leah M. Farmer\* focuses her practice on labor and employment law. Leah represents clients in state and federal courts, and in response to investigations by government agencies like the EEOC. She advises and defends employers in numerous employment law areas, including discrimination, harassment, retaliation, wage and hour compliance, workplace investigations, whistleblower allegations, and traditional labor matters. She has extensive experience conducting confidential fact-finding investigations following allegations of employee misconduct and/or noncompliance with federal or state requirements. Leah also regularly counsels clients on litigation-avoidance strategies, including advising clients on matters ranging from predictive scheduling laws, paid sick leave, short and long-term leave policies and practices, reasonable accommodation requests, employee handbook audits and continuing compliance with state and federal laws, and, risk assessments related to restrictive covenants, trade secrets, and employment contracts.

Prior to joining the firm, Leah worked as an associate in the Chicago, Illinois offices of an international law firm and a boutique Midwest law firm representing employers in labor and employment litigation, counseling, and training matters.

Leah was recognized as “Rising Star” in 2018, 2019 and 2020 for Labor and Employment Law by *Super Lawyers* magazine. She was recognized in 2021 as one of the “Best Lawyers: Ones to Watch” for Management Labor & Employment Law by *The Best Lawyers in America*®. Leah was named an “Emerging Lawyer” for Employment Law in 2020 and the three years immediately preceding by the *Law Bulletin*. She was recipient of the 2019



Outstanding Service to the DePaul Community Award from DePaul University College of Law.

Leah is passionate about volunteering and has invested her time and energy with a variety of nonprofits, educational institutions, and other community-based entities. She is also a proud rescuer of dogs, seasoned improv comedy performer, certified SCUBA diver, and University of Georgia football fan.

## **Education**

DePaul University College of Law, J.D., Public Interest Law Certificate (2013) *cum laude*, *Order of the Barristers*  
University of Georgia, B.A., Political Science (2009)

## **Admissions**

Georgia (2020)

Illinois (2013)

## **Court Admissions**

U.S. Supreme Court

Illinois Supreme Court

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Central District of Illinois

## **Professional & Community Activities**

Giving Grace, Volunteer (2019-present)

Constitutional Rights Foundation, Lawyers in the Classroom, Volunteer (2016-2019)

Center for Conflict Resolution, Auxiliary Board Member (2018-2019)

DePaul University College of Law Alumni Engagement Board, Founding Member (2016-2019)

CBA Alliance for Women, Executive Committee, Member (2018-2019)

Federal Bar Association – Chicago Chapter, Young Lawyers Committee, Member (2015-Present)

Illinois Action for Children, Associates Board, Member (2011-2017)

## **Insights**

### [Alerts](#)

The Future of FFCRA: 2021 Brings a Shift from Mandatory to Voluntary Leave through March  
December 29, 2020

#### [Alerts](#)

EEOC Issues Enforcement Guidance on Mandatory COVID-19 Vaccinations

December 18, 2020

#### [Alerts](#)

Department of Labor Releases Updated FFCRA Regulations Applicable Nationwide

September 16, 2020

#### [Alerts](#)

New York Federal Court Strikes Down Key Provisions of DOL Joint-Employer Rule

September 11, 2020

#### [Perspectives](#)

Video | New York Court Order Strikes Down Portions of DOL's FFCRA Regulations

August 27, 2020

#### [News Releases](#)

Top-Tier Recognition for Kilpatrick Townsend in Inaugural 2021 *Best Lawyers: Ones to Watch*

August 20, 2020

#### [Alerts](#)

COVID-19: New York Court Order Strikes Down Portions of DOL's FFCRA Regulations

August 4, 2020

#### [Alerts](#)

Virginia Enacts the First Comprehensive COVID-19 Workplace Safety Standards

July 30, 2020

#### [Alerts](#)

COVID-19 Chart of State Immunity Statutes

July 30, 2020

#### [Alerts](#)

COVID-19: School Reopening Jujitsu For Employers

July 27, 2020



### [Alerts](#)

Masks and COVID-19: Statewide Requirements and Recommendations

July 14, 2020

### [Alerts](#)

Employer Leave Liability in the COVID-19 Era

July 2, 2020

### [Alerts](#)

Discrimination Against Gay and Transgender Employees Unlawful Under Title VII

June 15, 2020

### [Alerts](#)

DOL Issues Important Overtime Update for Commission-Based Retail and Service Industry Employees

May 27, 2020

### [In The News](#)

Working in the Age of Coronavirus | Q&A A Reopening Reckoning

May 6, 2020

### [Alerts](#)

CARES Act | Unemployment Guidance Issued by DOL

April 7, 2020

### [Alerts](#)

Department of Labor Releases FFCRA Regulations as Law Becomes Effective Nationwide

April 2, 2020

### [Alerts](#)

Update: Department of Labor Releases Additional FFCRA Guidance

March 27, 2020

### [Alerts](#)

Department of Labor Releases Guidance Regarding the "Families First Coronavirus Response Act"

March 25, 2020



### [Perspectives](#)

Video | Understanding the Families First Coronavirus Response Act

March 25, 2020

### [Perspectives](#)

Video | Understanding the Families First Coronavirus Response Act

March 24, 2020

### [Alerts](#)

The "Families First Coronavirus Response Act" Becomes Law

March 19, 2020

### [Alerts](#)

Update: U.S. House Amends the "Families First Coronavirus Response Act"

March 17, 2020

### [Alerts](#)

Understanding the "Families First Coronavirus Response Act"

March 16, 2020

### [Perspectives](#)

Video | National Labor Relations Board Issues New Final Rule on Joint Employers

March 2, 2020

### [Alerts](#)

An Employer's Guide: Protecting Your Employees From Coronavirus (COVID-19)

March 2, 2020

### [Perspectives](#)

6 Key Takeaways | National Labor Relations Board Issues New Final Rule on Joint Employers

February 27, 2020

### [Alerts](#)

NLRB Issues New Final Rule on Joint Employers

February 27, 2020



### [News Releases](#)

Kilpatrick Townsend Adds Labor & Employment Attorney to Atlanta Office

January 28, 2020

### [Events](#)

Liability of Employers Caused by the Actions of Third Parties in the Age of #MeToo

December 6, 2019

### [Events](#)

Chicago's Fair Workweek Law: How Unfair is it to Employers?

November 21, 2019

### [Events](#)

Preparing for Impact: Changes Required by Chicago's Predictive Scheduling Ordinance

September 10, 2019

### [Events](#)

Facebook Fiascos and Free Speech: Teachers and the Internet

June 22, 2018

### [Events](#)

First Five Years: Thriving as a Young Associate

August 5, 2016