



Jessica D. Causgrove

Partner

Chicago

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Service Focus

- Employment Discrimination and Harassment
- Litigation and Trials
- Pay Equity and Transparency
- Counseling and Advice

Industry Focus

- Sports

Languages

- Vietnamese

Overview

Jessica Huynh Causgrove is a partner in the Chicago office. She handles matters across all facets of labor and employment law, including employment discrimination claims before federal and state courts throughout the country.

Jessica's practice focuses on providing day-to-day counseling involving internal investigations, workplace accommodations, leave requirements, high-risk terminations, reductions in force, wage and hour issues, and drug/alcohol testing in the workplace. Jessica has litigated significant cases involving sexual harassment, sexual orientation discrimination, age and national origin discrimination, disability discrimination, and a host of other claims, as well as a series of class action cases involving the Illinois Biometric Information Privacy Act (BIPA). She also has experience with OSHA and Department of Labor investigations and has handled traditional labor matters, including ULPs.

Jessica was selected by Fisher Phillips to be a Fellow on the Leadership Council on Legal Diversity for 2020-2021. She also serves on the firm's Pay Equity, Diversity and Inclusion, and Women's

Initiative Leadership Counsel (WILC) committees.

Credentials

Education

- J.D., 2011, DePaul University College of Law
- B.S., 2006, Pennsylvania State University

Bar Admissions

- Illinois

Court Admissions

- Illinois Supreme Court
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Western District of Arkansas

Recognitions

- Illinois Super Lawyers - Rising Star (2017- 2020)

Affiliations

Professional Activities

- Member, 2020 Fellows Program for the Leadership Council on Legal Diversity
- Member, Chicago Bar Association
- Member, Illinois State Bar Association
- Member, American Bar Association
- Member, National Employment Law Council

Insights

INSIGHTS

04/24/25

New Executive Order Takes On Disparate Impact Discrimination: 7 Major Takeaways for Employers

Sheila M. Abron, Jessica D. Causgrove, Samantha J. Monsees

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SCOTUS Says Workers Can Sue State Over Post-COVID Unemployment Benefits Processing Times: Key Takeaways for Employers

Jessica D. Causgrove, James F. Glunt

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Are You Ready for New Illinois Pay Transparency Rules? A Compliance Blueprint for Employers

Jessica D. Causgrove, Shane Stover

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Workplace Law Update: 10 Essential Items on Your October To-Do List

Kathleen McLeod Caminiti, Jessica D. Causgrove, Leanne Lane Coyle, Jonathan Crook, Katherine M. DiCicco, Kate Dedenbach, Benjamin M. Ebbink, Lauren G. Goetzl, Rick Grimaldi, Rosa Hernandez, Danielle M. Kays, Madison Keller, Danielle Krauthamer Zobel, Braden Lawes, Emily N. Litzinger, Kile E. Marks, Eleanor F. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Lizbeth Ochoa, Karen L. Odash, Monica Snyder Perl, Deniz Uzel Reilly, Robert M. Robenalt, Rachel Song, Shane Stover, Serineh Terzyan, Megan E. Walker, David J. Walton, Sarah Wieselthier, David Witkin

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Illinois Amends Temp Worker Law to Increase Business Obligations: 4 Things You Need to Know

Jessica D. Causgrove, Shane Stover

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Are You Ready for Chicago's New Paid Leave Requirements to Take Effect July 1? 5 Things Employers Should Note

Jessica D. Causgrove, Shane Stover

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Workplace Law Update: 10 Essential Items on Your June To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Micah Dickie, Benjamin Dudek, Usama Kahf, Anne Yarovoy Khan, Vance O. Knapp, Matthew R. Korn, Todd B. Logsdon, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, Karen L. Odash, Alden J. Parker, Deniz Uzel Reilly, Robin

Repass, Andria Lure Ryan, Jennifer B. Sandberg, J. Hagood Tighe, Travis Vance, David J. Walton, Melanie L. Webber, Erica G. Wilson

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05/09/24

Finally Some Answers for Employers: Illinois Clarifies 5 Key Points on New Paid Leave Law

Jessica D. Causgrove, Shane Stover

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05/03/24

Workplace Law Update: 12 Essential Items on Your May To-Do List

Sheila M. Abron, Brian Balonick, Steven M. Bernstein, Risa B. Boerner, Raeann Burgo, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Randall Coffey, Jonathan Crook, Leanne Lane Coyle, Alex G. Desrosiers, J. Micah Dickie, Benjamin M. Ebbink, Michael P. Elkon, Rick Grimaldi, Matthew Guerrero, Edward F. Harold, Usama Kahf, Braden Lawes, Aymara Ledezma, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Jacklin Rad, Deniz Uzel Reilly, Robin Repass, Jeffrey Shapiro, Christopher P. Stief, J. Hagood Tighe, Joshua D. Nadreau, Travis Vance, David J. Walton, Melanie L. Webber, Robert Yonowitz

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04/16/24

Finalized Pregnancy Rule Requires Employers to Accommodate Abortion and More: 8 Things Employers Need to Know

Jessica D. Causgrove, Emily N. Litzinger, Deniz Uzel Reilly, Melanie L. Webber

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