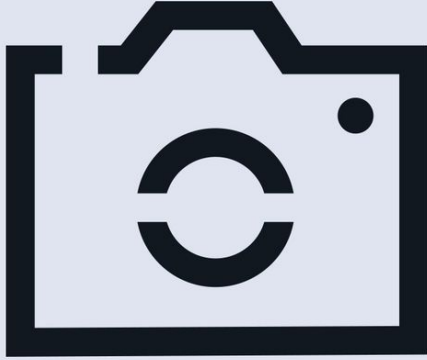




JESS O'ROURKE-SUCHOFF

Associate

Portland, ME

Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Workplace Investigations

Industry Focus

- Education
- Higher Education
- K-12 Schools

OVERVIEW

Jessica O'Rourke-Suchoff helps employers, educational institutions, and nonprofit organizations respond to sensitive workplace and civil rights complaints with careful fact development, clear findings, and practical guidance. She focuses on investigations involving discrimination, harassment, sexual misconduct, and retaliation under Title VII, Title IX, Title VI, and related state and federal laws.

A certified Title IX Investigator, Jess conducts complex investigations for colleges, K-12 schools, independent schools, businesses, and nonprofit organizations into high-stakes discrimination and misconduct complaints. With expertise grounded in best practices and a trauma-informed approach, she guides clients through the investigatory and grievance process, including fact-finding, party and witness interviews, credibility assessments, and report drafting. Jess is also experienced as

a neutral decision maker and appeals officer and routinely serves as an appointed advisor in administrative proceedings for educational institutions.

Jess's practice is distinguished by her ability to synthesize complex facts and deliver findings that are clear, well-reasoned, and useful to institutional decision-makers and stakeholders. She also advises clients on complaint response, policy development, and preventive strategies designed to reduce risk and support compliant, effective workplace and campus processes.

Before joining Fisher Phillips, Jess was a Senior Attorney Investigator at a boutique investigations and resolutions firm, where she led investigations for educational institutions and organizations throughout the country. Her prior legal experience includes supporting Title IX investigations and complex litigation at a regional law firm. In addition, before going to law school, Jess earned her M.A. and Ph.D. in Comparative Literature from Princeton University, where she also served as an Assistant Instructor throughout the course of her studies. As a result, her legal advice and investigative work in higher education is deeply informed by a practical and nuanced understanding of the college and university environment.

Credentials

Education

- Northeastern University School of Law, J.D., 2021
- Princeton University, Ph.D., 2018
- Princeton University, M.A., 2014
- University of California, Berkeley, B.A., *High Distinction*, 2010

Admissions

- Maine

Affiliations

Professional Activities

- Member, Maine State Bar Association