

DETROIT

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Services

Employment and Labor

- Employment Litigation
- Governmental and Public Entities
- Human Resources Counseling and Training

Litigation and Dispute Resolution

- Arbitration and Alternative Dispute Resolution

Industries

- Higher Education
- K-12 Education

Education

University of Michigan Law School,
J.D., 1986

Wesleyan University, B.A., 1983

Bar Admissions

Michigan

Court Admissions

U.S. Supreme Court

U.S. Court of Appeals

- 6th Circuit

U.S. District Court

- Eastern District of Michigan
- Western District of Michigan



Megan P. Norris

Senior Counsel

Megan Norris is an employment and labor attorney who has been representing employers for over three decades. An accomplished litigator who has been elected by her national peers to both the College of Labor and Employment Lawyers and the American College of Trial Lawyers, Megan has expertise litigating all matters of employment law, including statutory claims under the ADA, FMLA and Title VII, as well as tort claims such as defamation, tortious interference with contract, and intentional infliction of emotional distress.

Megan also advises employers on matters ranging from hiring to termination. In addition, Megan advises clients on non-employment issues relating to both the Civil Rights Act of 1964 and the Americans With Disabilities Act.

Megan has handled matters at the Equal Employment Opportunity Commission, Michigan Department of Civil Rights, Department of Labor, Office of Civil Rights, State of Michigan Wage and Hour Division, Michigan Circuit Courts, Michigan Court of Appeals, Michigan Supreme Court, U.S. District Court and 6th Circuit Court of Appeals, and has successfully defended against attempts to appeal to the United States Supreme Court.

Megan formerly served as the leader of the firm's Employment and Labor Group for over 20 years, overseeing our large and active team of dedicated employment and labor attorneys and staff. She also served for eight years on the firm's Board of Managing Directors, the last six years as chair, and most recently served for three years as the firm's CEO.

Megan P. Norris

Trial Experience

Megan has tried over 30 cases, including matters in Wayne, Oakland and Washtenaw County Circuit Courts, the U.S. District Courts for the Eastern and Western Districts of Michigan, and the U.S. District Court for the Northern District of Illinois. First-chair trial cases have included claims of sex discrimination, sexual harassment, tortious interference, disability discrimination, retaliation, constructive discharge, violation of the Whistleblowers' Protection Act, age discrimination, race discrimination, breach of fiduciary duty, violation of the Open Meetings Act and breach of contract.

Americans With Disabilities Act

Megan speaks nationally on the Americans With Disabilities Act for organizations such as the American Bar Association, the National Association of College and University Attorneys, the National Employment Law Institute, and the Michigan Institute of Continuing Legal Education. She counsels employers on accommodation issues such as requests for leaves of absence, special equipment, modified job duties, and job assistants. She also counsels education clients on accommodation issues such as requests for real-time captioning, alternative testing, and modified educational requirements. In addition, she counsels clients on requests for medical information and medical examinations.

Discrimination, Harassment and Retaliation

Megan handles cases involving claims of discrimination, harassment and retaliation, including claims brought under Titles VI, VII and IX of the Civil Rights Act of 1964, the Michigan Elliott-Larsen Civil Rights Act, the Age Discrimination in Employment Act, and the Pregnancy Discrimination Act. In addition, Megan conducts investigations into claims of violations of these statutes, as well as employer training on these issues.

Family and Medical Leave Act

Megan speaks nationally on the Family and Medical Leave Act and is the co-author of *Family and Medical Leave and the Law*, published by the Law Journal Press in 2012. She has provided training for scores of employers regarding the requirements of the law and its relationship to the Americans With Disabilities Act. Megan frequently defends employers who have been sued for interference or discrimination in violation of the FMLA and successfully argued the case in the 6th Circuit Court of Appeals, which held that even where an employer provided an employee with FMLA forms and granted leave, there was no FMLA violation where the employee was not eligible for FMLA protection and would have needed to take the medical leave regardless of the employer's actions.

Higher Education

Megan represents numerous colleges and universities on matters involving both their employees and their students, including claims of discrimination, harassment, retaliation, and failure to accommodate. Megan has been a frequent speaker for the National Association of College and University Attorneys, on topics such as the Americans with Disabilities Act, the Family and Medical Leave Act, compliance audits, and the role of outside counsel. Megan also spent nine years serving on the Board of Wesleyan University, so she understands clients' issues from the clients' viewpoint.

Megan P. Norris

Mediations and Arbitrations

Megan has served as a mediator for over 100 cases, ranging from individual pre-suit disputes to large class actions, often at the request or direction of the judge handling the matter. Additionally, Megan has served as a special master to hear and resolve appeals of class action awards, including a number of cases arising out of class-wide mistakes made by the Michigan Unemployment Insurance Agency. Megan is also an approved arbitrator for the American Arbitration Association.

Public Entities

In addition to public colleges and universities, Megan has provided services, including training, counseling, investigations, and litigation defense, for cities, townships, counties, public authorities, and school districts on matters including ADA accessibility, compliance with the Open Meetings Act and the Freedom of Information Act, FERPA, and police oversight. Megan also regularly provides training for new police and fire employees. Megan's experience as Police Commissioner for the Detroit Police Department has provided her special insight into these issues.

Tort Claims

Megan has defended clients against numerous tort claims, including defamation, breach of fiduciary duty, intentional infliction of emotional distress, and tortious interference with contract or business relations.