



James P. DeNardo, Partner

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Peer Review Rating: AV Martindale-Hubbell

Born, Chicago, Illinois. B.A., DePaul University, 1964; J.D., DePaul University, 1967. Law clerk for Justice Daniel J. McNamara of the Illinois Appellate Court, 1967-1968; United States Army Judge Advocate General's Corps, 1969-1973; Captain U.S. Army, 1969-1973 with service in Vietnam 1969-1970 and the Federal Republic of Germany 1970-1973; Department of the Army Civilian Attorney, 1973-1976; Admitted to the Bar of Illinois in

1967; United States Court of Military Appeals, 1969; United States District Court, Northern District of Illinois, United States Court of Appeals for the Seventh Circuit, 1976; United States Supreme Court, 1980; Trial Bar of the United States District Court for the Northern District of Illinois, 1984; United States District Court, Colorado, 2006; United States District Court, Central District of Illinois, 2011.

Practice Areas:

- ▶ Employment law and discrimination in the employment setting, public accommodations and commercial facilities, including equal employment litigation before the Illinois Department of Human Rights, Illinois Human Rights Commission, Federal Equal Employment Opportunity Commission and in Illinois state and federal courts
- ▶ Civil appellate practice including practice before the Illinois Appellate and Supreme Courts and the United States Court of Appeals, Seventh Circuit

Professional Memberships and Activities:

- ▶ Chicago Bar Association: Member of the Senior Lawyers Section
- ▶ Illinois Appellate Lawyers Association
- ▶ Illinois Association of Defense Trial Counsel, Employment Law Committee

Publications and Presentations:

Lecturer in the United States Army Judge Advocate General's Corps.

Lecturer on appellate practice.

Misappropriation of Customer List Trade Secrets as a Basis for an Injunction Containing a Non-Solicitation Clause, IDC Quarterly, Third Quarter 2011, Volume 21, Number 3.

Defending Sexual Harassment Claims/ Responding to EEOC Charge - Presentation at Transport Service Company, March 2010.

James P. DeNardo, Partner, Cont.

Jury Trials in the Circuit Court for Employment Claims Under the Illinois Human Rights act and Federal Statutes, for Retaliation and Punitive Damages, IDC Quarterly, First Quarter 2010, Volume 20, Number 1.

Continuing Legal Education presentation on the subject of “What are Appealable Orders”, Illinois Association of Defense Trial Counsel, Continuing Legal Education Program, April, 2009.

Lecturer on the erosion of the employment-at-will doctrine; defending sexual harassment claims; the applicability of the Americans With Disabilities Act to commercial facilities, public accommodations, employment and the workers compensation statute; the Age Discrimination in Employment Act; Title VII of the federal Civil Rights Act; the Family Medical Leave Act; drug and alcohol polices; how to respond to an EEOC charge; and coverage provided by and how to assess risks under an Employment Practices Liability Insurance Policy.

Mandatory Arbitration Clauses in the Employment Context, IDC Quarterly, Third Quarter, 2005, Vol. 15, No. 3, Durga Bharam, Tina L. Fink, Thomas Scott Stewart, Thomas R. Weiler and James P. DeNardo.

Standard for Granting Summary Judgment in a Retaliation Case Under Title VII of the Civil Rights Act, IDC Defense Update, April 2004, Vol. 4, No. 2.

Sexual Harassment: A Review of Current Legal and Practical Issues, IDC Quarterly, Third Quarter, 1999, Vol. 9, No. 3, William Beatty, Francis Spina, Kimberly Ross, James P. DeNardo, Peter Zullo, John S. Huntley and Samuel Bae.

The Age Discrimination in Employment Act: A Seventh Circuit Perspective, IDC Quarterly, Second Quarter, 1998, Vol. 8, No. 2, William Beatty, Joseph Spitzzeri, Kevin Luther, Francis Spina, Julie Bruch, James P. DeNardo, John S. Huntley, Eric L. Brodie, Durga M. Bharam and Michael J. Fusz.

Federal Family & Medical Leave Act: Effect on Employees Rights and Employer Responsibilities, The Transportation Lawyer, April, 1996, Vol. 4, No. 7.

The Impact of Federal Legislation on the Employer/Employee Relationship in Illinois: A Summary of Federal Regulations of Illinois Workplace Issues, IDC Quarterly, Second Quarter, 1996, Vol. 6, No. 2, William Beatty, Patrick Keefe, James P. DeNardo and Kevin Luther.

Discrimination Vignettes: Age Discrimination & Retirement, presentation for the Labor & Employment Law Institute, University of Louisville School of Law, Louisville, Kentucky, June 29-30, 1989.