

## James Jansen

Associate, Chicago

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### Chicago

203 N. LaSalle Street  
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James Jansen has experience in all phases of employment counseling and litigation. He provides day-to-day advice and sophisticated counseling to employers on a myriad of employment-related issues and workplace relations matters, including discipline and terminations, reductions-in-force, restrictive covenants, wage and hour concerns, worker classification and employee exemption issues, HR best practices, and compliance with applicable federal and state statutes, such as ADA, ADEA, FMLA, FLSA, and Title VII. James' practice is complemented by his employment litigation experience representing a wide array of clients including municipalities, schools, religious and healthcare organizations, and nonprofits before Illinois Circuit Courts, regulatory agencies, and licensing authorities.

Before entering private practice, James spent nine years working in human resources compliance for a major Chicago corporation, bringing a practical, real-world compliance perspective to his legal practice. He has extensive experience with Chicago-based nonprofit organizations and currently serves as Supervising Attorney for the legal review station at Instituto del Progreso Latino's monthly community citizenship workshops. James also serves as an Adjunct Faculty member at Loyola University Chicago School of Law, where he teaches Professional Identity Formation. In addition, he has held multiple leadership roles on the Board of Alpha Psi Lambda National, Incorporated, most recently serving as Board President from 2022 to 2024.



### Education

Loyola University, BBA., HR & Operations Management, 2006; MBA., HR & International Business., 2007; MSHR., 2008

Loyola University Chicago School of Law, J.D., 2021

### Admissions

Illinois  
Northern District of Illinois

### Practice Areas

Employment, Labor & Benefits

### Languages

English  
Spanish

### Memberships

- American Bar Association
- Society of Human Resource Management

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