

# Thanin O. Stewart

## Associate

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Employers facing high-stakes claims of discrimination look to Thanin Stewart for a thoughtful, even-tempered approach to achieving the best possible outcomes. Informed by early career experience as a legal intern at the EEOC, Thanin represents businesses before administrative agencies and in litigation in state and federal courts. He handles a range of labor and employment issues, including Title VII, ADA, and ADEA matters as well as Biometric Information Privacy Act and Illinois Wage Payment and Collection Act claims.



With a focus on helping organizations and institutions make good business decisions, Thanin also delivers sound advice on employment law compliance and emerging trends in labor regulations. When complaints and conflicts do arise, he applies strong research and writing skills to drafting position papers, motions, and pleadings that advance his clients' interests and move matters forward. He manages discovery requests, engages in electronic document review, and drafts discovery motions. Clients rely on him to facilitate all phases of discovery, including deposing witnesses and defending depositions.

Adept at communicating effectively with colleagues, clients, and opposing counsel, Thanin works to handle even the most contentious matters productively and efficiently, containing costs and helping clients achieve their business goals.

## EXPERIENCE

### Clerkships

Hon. Rita B. Garman, Illinois Supreme Court (2019-2020)

### Representative Engagements

- Represented a restaurant group in a racial discrimination case brought by a former employee. Secured dismissal of the complaint in state court due to a procedural defect in plaintiff's exhaustion of administrative remedies and a voluntary dismissal of subsequent federal complaint.
- Represented a railroad contractor against racial discrimination and harassment claims from multiple employees stemming from a coworker's repeated use of racial epithets. Through a hybrid remote and in-person mediation conceived by defense counsel to address Covid concerns while still allowing for many of the benefits of in-person collaboration, a favorable settlement was obtained despite the highly-charged nature of the allegations and prior negotiations.

## CREDENTIALS

### Education

University of Illinois College of Law, J.D., 2017, *cum laude*  
University of California, Los Angeles, B.A., History, 2010

## Bar Admissions

Illinois

U.S. District Court for the Northern District of Illinois

## Teaching Appointments

Adjunct Professor, University of Illinois College of Law (2018-2020)

## Honors & Awards

Leadership Council on Legal Diversity (LCLD), Pathfinder (2024)

## PUBLICATIONS & PRESENTATIONS

“Changes, Forecasts, and Guidance for Employers,” (speaker) Illinois Employment Law 2023 Webinar (February 15, 2023)

“Final Regulations Governing Illinois Equal Pay Act’s Certification Requirements are Published,” (co-author) Jackson Lewis Blog Article (January 17, 2023)

“Illinois CROWN Act Expands Human Rights Law to Ban Race-Related Hair Discrimination,” (co-author) Jackson Lewis Blog Article (July 1, 2022)

“Illinois Equal Pay Act’s Certification Requirement Extended to More Employers,” (co-author) SHRM (May 19, 2022)

“Illinois Enacts Equal Pay Certification Follow-Up Amendments,” (author) Jackson Lewis Blog Article (June 29, 2021)

“Certain Illinois Employers Face Demographics Filing Requirement Starting in 2023,” (author) Jackson Lewis Blog Article (March 24, 2021)

“New Illinois Legislation Targets Equal Pay; Requires Detailed Pay Report and New Enforcement Methods,” (author) Jackson Lewis Blog Article (March 24, 2021)