



## Tiana Evans Pequette

Senior Attorney

Chicago

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Tiana focuses her practice on labor and employment issues, including litigation involving employment discrimination, retaliation, harassment, FMLA issues, and non-compete disputes. She advises clients on numerous employment issues and policies and provides anti-harassment training to employees. Tiana uses her background in math to advise clients in areas involving data analysis, specifically regarding OFCCP compliance and the development and implementation of affirmative action plans.

Tiana regularly counsels employers on a wide range of employment-related issues, including non-compete agreements, leave laws, reductions in force, disability leaves, terminations, and general human resource strategies. She has extensive experience in counseling federal contractors with respect to OFCCP compliance and drafting and implementing affirmative action plans.

Tiana represents clients in employment litigation matters, including restrictive covenant disputes and harassment, discrimination, and retaliation claims. In addition to appearing in many state and federal courts, including the Seventh Circuit Court of Appeals, she also has significant experience representing clients in proceedings before government agencies, including the Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and the Illinois Human Rights Commission.

# Key Matters

- Obtained unanimous reversal on all counts following oral argument in the Seventh Circuit Court of Appeals in favor of client in a case alleging racial and gender discrimination and retaliation
- Obtained summary judgment for manufacturer in an age discrimination case
- Obtained summary judgment for medical practice in an FMLA retaliation case
- Obtained summary judgment for airline in a racial discrimination case
- Obtained summary judgment for electronics company in a race, national origin, and disability discrimination case
- Obtained summary judgment for airline in a workers' compensation retaliation case
- Obtained summary judgment for airline in a national origin discrimination case
- Obtained summary judgment for medical device company in a gender discrimination and retaliation case
- Obtained dismissal at the pleading stage in numerous cases involving all types of alleged discrimination
- Successfully obtained restraining order for pharmaceutical company involving non-compete and trade secrets
- Successfully defended against motions for restraining orders in multiple cases for paper company
- Successfully defended medical device company in multiple audits by the OFCCP

## Activities

Tiana has been active in the firm, participating in the mentorship program and serving on the Summer Associate Committee, as well as a volunteer tutor for a firm-sponsored school. Outside the firm, Tiana is the chairwoman of the non-profit Distinguished Young Women of Illinois Scholarship program, part of the nation's largest and oldest scholarship program for women, providing millions of dollars in college scholarships to high school seniors. She also serves on the national Diversity & Inclusivity Committee for Distinguished Young Women. She is on the Board of Directors for the Gauri Jog Indian Dance School. Tiana spent five years teaching math at a National Blue Ribbon school in a low-income area.

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## Credentials

### EDUCATION

Tiana received her B.A. in Mathematical Methods in the Social Sciences from Northwestern University in 2001. She received her J.D., *magna cum laude*, from the University of Illinois College of Law in 2004, where she was an Associate Editor of the Law Review. She received her M.S. in Elementary Education from Northwestern University in 2015.

### ADMISSIONS

- Illinois

## Related Insights & News

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### CLIENT ALERT

New Ordinance Requires Employers To Provide Up To 10 Days of Paid Time Off To All Chicago Employees  
NOVEMBER 28, 2023

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**CLIENT ALERT**

Chicago Strengthens Its Anti-Sexual Harassment Laws

JUNE 30, 2022

## Capabilities

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Labor & Employment

Trade Secrets, Non Competes & Restrictive Covenants