



Janilyn Daub defends employers in labor and employment litigation in federal and state courts, as well as before various governmental agencies, such as the OFCCP, EEOC and NLRB. She is dedicated to helping her clients with the legal issues that arise when managing a workforce, navigating them through the challenges they face while seeking to mitigate future problems and liability.

With a practice that is national in scope, Janilyn frequently advises clients on issues related to affirmative action plans, including plan preparation and defense of Office of Federal Contract Compliance Programs (OFCCP) audits, as well as conducting compensation analyses. Janilyn offers extensive experience helping clients prepare employee handbooks and policies and advising them on issues such as the Family and Medical Leave Act, the Americans with Disabilities Act, wage and hour laws, and in preventing and dealing with harassment. She frequently provides training sessions to clients and presents seminars on these topics.

Janilyn is at her best when partnering with clients to address, manage and overcome their organizational “people problems” by providing tangible solutions that actually make a difference.

Notably, Janilyn also represents educational institutions, including clients involved in higher education and K-12. She works with colleges, universities and other educational facilities to comply with Title IX issues related to race, gender and the like, as well as assists them through and beyond student challenges such as myriad disability accommodation matters. She also advocates her client’s position before the Department of Education’s Office for Civil Rights, helps create and implement policies and procedures specific to educational institutions, and addresses Family Educational Rights and Privacy Act (FERPA) issues that protect the confidentiality of student records.

Simply, Janilyn is valued for her ability to render consistently valued advice and practical solutions to the employee-related challenges her clients face daily. She is appreciated for her straightforward approach to problem-solving and for her genuine commitment to meeting each client’s

Janilyn Brouwer Daub

Partner

201 S. Main Street
Suite 400
South Bend, IN 46601-2130

240 E. Jackson Boulevard
Suite 200
Elkhart, IN 46516-3554

P 574-237-1139
F 574-237-1125
janilyn.daub@btlaw.com

EDUCATION

Hope College, (B.A.), magna cum laude, 1988

The Ohio State University College of Law, (J.D.), 1991

BAR ADMISSIONS

Indiana

Michigan

COURT ADMISSIONS

Michigan Western District Court

U.S. Court of Appeals for the Seventh Circuit

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

U.S. District Court for the Southern District of Indiana

LANGUAGES

English

PRACTICES

Accessibility and Disability

Affirmative Action/OFCCP Compliance

Arbitration and Grievances

Disability, Leave and Medical Issues

Discipline and Termination

needs in a pragmatic and business oriented manner. A dutiful liaison and trusted adviser, clients and colleagues alike know they can count on Janilyn to render proactive, productive and actionable counsel that actually solves their problems and positions them favorably going forward.

Janilyn frequently presents on employment law topics at Society for Human Resource Management (SHRM) and Michiana Human Resource Association (MHRA) events.

Professional and Community Involvement

Member, Indiana State Bar Association Employment and Labor Law Section

Member, State Bar of Michigan Labor and Employment Law Section

Member, St. Joseph County Bar Association.

Member, Society for Human Resource Management (SHRM)

Board member, Michiana Human Resource Association (MHRA)

Class alumni representative, Hope College.

Board and governance committee member, Oaklawn

Governance committee member and former board member, United Federal Credit Union

Honors

The Best Lawyers in America, Employment Law - Management and Litigation - Labor and Employment, 2018-2024; Lawyer of the Year, Employment Law - Management, 2021

YWCA of St. Joseph County, Tribute to Women

- Discrimination Defense
- Downsizing and WARN Act
- EEO Compliance
- Employment
- Employment Litigation
- Executive Level (or C-Suite) Internal Investigations
- Human Resource Audits
- Immigration Compliance - Worksite Enforcement Services
- Labor and Employment
- Labor Relations
- Management and Employee Training
- Mergers and Acquisitions - Labor Issues
- National Labor Relations Board (NLRB)
- Non-Compete and Trade Secrets
- Student Disability
- Union Avoidance
- Wage and Hour
- Workers' Compensation
- Workplace Culture 2.0
- Workplace Safety

INDUSTRIES

- Colleges and Universities
- Education
- Healthcare
- Hospitals and Healthcare Facilities
- Hospitals and Other Healthcare Providers
- Primary and Secondary Schools