DeWitt LLP Law Firm



Jordan Rohlfing

Partner

Madison, Wisconsin

608-283-5509

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Service Areas:

- Background Screening
- Labor & Employment Relations
- Litigation

Education:

- J.D., *cum laude,* University of Wisconsin Law School
- B.A. & B.S., *magna cum laude,* Phi Beta Kappa, Loyola University Chicago

Admissions:

- Wisconsin
- U.S. Court of Appeals for the 7th Circuit
- U.S. District Court for the Eastern and Western Districts of Wisconsin

Jordan Rohlfing is the Managing Partner of DeWitt's Madison office. She is an active member of DeWitt's Litigation, Labor & Employment Relations, and Background Screening practice groups and is dedicated to providing top-quality legal services for all of her clients.

She fully appreciates how upsetting and jarring it can be for businesses to face a Wisconsin Department of Workforce Development Discrimination Complaint, Equal Employment Opportunity Commission Charge of Discrimination, or single-plaintiff employment lawsuit. Jordan regularly counsels businesses of all sizes who find themselves in this very position. Her down-to-earth, relatable style helps Jordan break down the administrative and litigation processes for her clients so those processes do not become overwhelming and so her clients can continue devoting their time to effectively managing their businesses.

Jordan has helped businesses deal with claims made under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Wisconsin Fair Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the National Labor Relations Act, and many other federal and state laws related to discrimination, harassment, retaliation, and wage and hour issues, among others. She also has experience litigating the enforceability of non-competition and non-solicitation agreements and tip credit/tip pool issues in the restaurant industry.

She regularly counsels employers on day-to-day employment issues from hiring to termination. She drafts employment agreements containing post-employment restrictive covenants and prepares employee handbooks. She assists employers with their background screening policies, including the use of criminal history information in employment decisions. She frequently helps employers with difficult termination decisions and advises employers on whether to utilize severance agreements.

In addition to her work in the employment arena, Jordan is a member of DeWitt's Background Screening practice group. She works with background screening companies of all sizes to help them navigate the Fair Credit Reporting Act (FCRA) and similar state laws. She regularly helps consumer reporting agencies address their disclosure and authorization processes, adverse action paperwork, background screening report formats, and free file responses. Jordan also offers guidance to background screening companies when they find themselves in litigation.

Jordan has significant experience litigating a variety of issues outside of the employment context including insurance coverage disputes, commercial and contract disputes, Wisconsin Fair Dealership Law disputes, asbestos disputes, real estate disputes, and construction disputes. She has litigated cases in state and federal court and has jury trial experience.

She has worked with businesses in a variety of industries including healthcare, manufacturing, agriculture, restaurant/food service, construction, transportation/trucking, retail, engineering, information technology, and real estate.

Affiliations

- American Bar Association
- Dane County Bar Association
- Legal Association for Women

Articles & Presentations

- "Red Light, Green Light: The Continuing Saga of the Tipped Employee Final Rule" – Wisconsin State Bar - Labor & Employment Blog, May 2021
- "EEOC Issues Guidance On COVID-19 Vaccinations" – COVID-19 News Feed, January 2021
- "OSHA Recordkeeping & Reporting in the World of COVID-19" – COVID-19 News Feed, March 2020
- "Did You Hear, The DOL's New Overtime Rule is Here!" – DeWitt Employment Law News Feed, January 2020
- Co-Presenter: "Best Practices for Protecting Your Company's Clients and Confidential Information" – DeWitt HR Roundtable, October 2019
- " Department of Labor Announces New Proposed Overtime Rule" – DeWitt Employment Law News Feed, March 2019
- "Time to Reconsider Your Non-Solicitation Agreement?"– DeWitt Employment Law News Feed, January 2017
- Co-Presenter: "Violence In The Workplace" – DeWitt HR Roundtable, June 2016
- "The EEOC's New Policy Regarding Disclosure of Position Statements Gives Employees the Last Word" – DeWitt Employment Law News Feed, March 2016
- "The NLRB Redefines the Joint Employer Standard" – DeWitt Employment Law News Feed, December 2015
- "Are You Keeping Pace With The Times?—Transgender Status in the Workplace" – DeWitt Employment Law News Feed, June 2015
- "Seventh Circuit Finds Confidentiality Agreement Unenforceable" – DeWitt Employment Law News Feed, February 2015
- "To Pay or Not to Pay: What Counts as Time Worked Under the FLSA" – DeWitt Employment Law News Feed, February 2015
- Presenter "Schools in the Age of Social Media" – January 2015
- Co-Presenter "Overview of OSHA Regulations and Issues for Dairy Farms" – Webinar, December 2014
- Presenter "No Good Deed Goes Unpunished: Remembering Your Ethical Duties in Situations with Family and Friends" – 2014 DeWitt Ethics Seminar, November 2014

Awards & Recognitions

- Bruce Beilfuss Memorial Scholarship for outstanding service to the University of Wisconsin Law School
- Former Note & Comment Editor of the Wisconsin Law Review – University of Wisconsin Law School

Notable Representations

- Helped obtain a jury verdict on behalf of a family farm after a week-long jury trial in Wisconsin state court
- Assisted with filing a successful interlocutory appeal to the Wisconsin Court of Appeals on behalf of a home design firm
- Helped obtain summary judgment in federal court for a professional services firm accused of engaging in sex discrimination and retaliation and successfully defended the summary judgment decision in the Seventh Circuit Court of Appeals
- Worked with a nationwide retail chain to obtain a temporary restraining order and preliminary injunction in Wisconsin state court
- Assisted with federal court litigation to successfully obtain wrongfully withheld survivorship benefits on behalf of a surviving spouse
- Obtained many favorable decisions on behalf of employers from the Wisconsin Department of Workforce Development and Equal Employment Opportunity Commission related to alleged employment discrimination, harassment, and retaliation

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