



## Jackie Ford

Partner | Columbus Office

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Ms. Ford is a partner in the Vorys Columbus office and practices primarily in the field of labor and employment law, with an additional practice in privacy issues. Ms. Ford handles all aspects of employment law, from policy development and training to defending Equal Employment Opportunity Commission (EEOC) charges and litigation. She develops and negotiates the full range of employment-related agreements and works with employers to conduct internal investigations. She also counsels companies regarding employment-related aspects of new technologies, social networking sites, and other emerging media. In addition to representing numerous retailers, Ms. Ford also works closely with a variety of manufacturers, educational institutions, health care providers, and other employers.

### Career highlights include:

- Successfully defending employers in numerous cases involving all forms of employment discrimination before the Equal Employment Opportunity Commission, state discrimination agencies, and in state and federal courts
- Successfully defending a large multi-state employer in a first-of-its-kind same-sex sexual harassment case
- Representing the plaintiff in a major (and successful) challenge to Ohio's Medicaid reimbursement system for residential services for the mentally retarded and developmentally disabled
- Developing and presenting a multi-day intense Health Insurance Portability and Accountability (HIPAA) privacy training program for providers of behavioral health care services

Ms. Ford is a frequent speaker on the full range of employment-law topics and issues concerning privacy, electronic communications, and social media. She conducts dozens of client presentations each year on topics including sexual harassment, workplace privacy, accommodating disabilities, and other employment law challenges. She has developed "Employment Law 101" training for both

### Practice Areas

Information Technology, Privacy,  
New Media, and Advertising  
Labor and Employment  
Litigation

### Industries

Colleges and Universities  
Health Care Services  
Manufacturing  
Restaurants, Food, and Beverage  
Retail  
Transportation and Logistics

### Education

Case Western Reserve University  
School of Law, J.D., 1991, *magna cum laude*, Order of the Coif  
*Case Western Reserve University Law Review*, Member, Notes Editor, 1989-1991  
Oberlin College, A.B., 1983  
Harvard University, Visiting Undergraduate, 1981-1983

## Jackie Ford

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supervisory and non-supervisory personnel, and has adapted her training programs to fit the needs of specific clients, including manufacturers, restaurants, retailers, and non-profits.

Ms. Ford is a member of the Ohio State Bar Association and the Columbus Bar Association.

Ms. Ford received her J.D. from Case Western Reserve University School of Law magna cum laude where she was a member of the Order of the Coif and was a member and Notes Editor for the Case Western Reserve University Law Review. She received her B.A. from Oberlin College.

### Publications

“Workplace Laws Lead to New Employer Privacy Implications,” *Ohio Matters*, July/August 2006

“Disaster Plans Essential Part of Business Planning,” *Midwest In-House Counsel*, February 2006

“It’s a FACT: Employers Required to Destroy Specific Information Derived from Background Checks,” *Ohio Matters*, May/June 2005

*Labor and Employment Alert: Supreme Court Ruling Offers Employers Hints for Searching Employee Electronic Communications*

*Mealey's Cyber Tech & E-Commerce Report* "I Paid for this Microphone! - When Does Ownership of the Microphone Give You Ownership of the Messages?"

*MarketWatch* "Think twice about shopping online from work"

*MarketWatch* "Monitoring healthcare in the workplace"

*Client Alert: Social Networking Media – The Great Communicator?*

*Client Alert: Ohio Supreme Court Divided on Whether State’s Gender Discrimination Law Applies to Women Who Are Lactating*

*Ohio Matters* "You and the Flu: Be Prepared When the Real Thing Hits"

## Jackie Ford

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### Professional and Community Activities

Columbus Speech and Hearing Center Board of Directors, 2001-2010

Friends of the Homeless Board of Directors, 1997-2006

Southeast Mental Health Board of Directors, 2006-2008

Phillips Exeter Academy, Class Agent

Planned Parenthood Affiliates of Ohio PAC, Treasurer

### Honors and Awards

*The Best Lawyers in America*, Employment Law - Management, 2012

*Ohio Lawyers Weekly* Lawyers of the Year Award, 2003

### Events

Privilege. Privacy. Preservation. Managing Risks with Electronic Communications

3rd Annual ANCOR Technology Leadership Summit: Technology Solutions for Tough Times

Labor and Employment Update-2011

OPRA 2010 Fall Conference

OSBA's Corporate Counsel Institute

Masters Series: Employment Law

ACLU of Ohio Action Conference

2010 Ohio Employment Law Seminar Series

Council for Ethical Leadership Roundtable Ethics Forum

OPRA Annual Spring Conference

Webinar: Can I get sued for what my employees blog about?

Take Five Breakfast Series: Social Networking and Related HR Issues for Businesses

Ohio Provider Resource Association 2009 Fall Conference

Using Social Networks: How to Limit Liability and Increase Business Benefits

## Jackie Ford (Continued)

### Bar and Court Admissions

Ohio

U.S. Supreme Court

U.S. Court of Appeals for the Sixth Circuit

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

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

U.S. District Court for the Eastern District of Michigan