



JACKIE FORD

Partner [Houston Office](#)

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PRACTICE AREAS

eControl

Information Technology, New Media and Advertising

Labor and Employment

Litigation

Privacy & Data Security

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., *magna cum laude*, Order of the Coif

*Case Western Reserve University
Law Review*, Member, Notes
Editor

Oberlin College, A.B.

Harvard University, Visiting
Undergraduate

BAR AND COURT ADMISSIONS

Ohio

Texas

U.S. Supreme Court

U.S. Court of Appeals for the
Fifth Circuit

U.S. Court of Appeals for the
Sixth Circuit

Jackie is a partner in the Vorys Houston office and practices primarily in the field of labor and employment law, with an additional practice in online seller enforcement and privacy issues. She is the founder and former chair of the firm's Women's Initiative and the host of the "Vorys at Work" podcast.

Much of Jackie's practice focuses on the retail industry. In her employment law practice, Jackie helps retailers and other clients address issues of harassment and discrimination, workplace and online privacy, internal investigations, and employment-related administrative charges and litigation. She has conducted internal investigations for a wide variety of clients, ranging from Fortune 500 retailers to schools, universities, small businesses, and non-profits on issues ranging from harassment claims to data breaches. She also works with clients to coordinate crisis management and legal matters. As part of the Vorys eControl team, Jackie counsels businesses on issues related to e-commerce and online brand protection.

One of Jackie's passions is creating and delivering effective, meaningful training programs designed to prevent a broad range of workplace problems and help companies protect their brands. She is called upon dozens of times each year to provide educational programming on a broad range of employment law topics, including internal investigations, social media, sexual harassment, workplace privacy, accommodating disabilities, and LGBT issues in the workplace. She has also developed "Employment Law 101" training for both supervisory and non-supervisory personnel, and adapts her training programs to fit the specific needs of individual clients.

Career highlights include:

- Successfully defending employers in numerous cases before the Equal Employment Opportunity Commission, state discrimination agencies, and in state and federal courts involving all forms of employment discrimination.
- Working as a trusted business partner on the full range of employment-related issues.
- 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.

Jackie is a frequent writer and commentator on a wide range of issues important to employers. Her recent publications include article in *Law360* concerning best practices in harassment investigations and an article in the *Houston Business Journal* regarding "compassionate compliance" in the workplace following Hurricane Harvey. She has also been featured on Houston public radio discussing sexual harassment issues and strategies for preventing workplace violence. Jackie is a member of the American Bar Association, the Ohio State Bar Association, the Texas Bar Association, the Columbus Bar Association, the Houston Bar Association, The Houston Association of Women Attorneys, and the

VORYS

U.S. Court of Appeals for the Seventh 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

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

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

Admitted to practice law only in the states listed above.

JACKIE FORD

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International Association of Privacy Professionals, and is a Certified Information Privacy Professional (CIPP).

Jackie 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 notes editor for the *Case Western Reserve University Law Review*. She received her B.A. from Oberlin College.

Insights

"America's Opioid Crisis: What Employers and Their Counsel Need to Know," *Corporate Counsel*, April 16, 2019

"How Employers Can Address Secret Workplace Recordings," *Employment Law360*, October 24, 2018

"*Labor and Employment Alert: New York Issues Its Model Sexual Harassment Policy and Training*," October 2, 2018

"Conducting Harassment Investigations with Outside Counsel," Spring 2018

"How to Prepare and Protect Your Office From an Active Shooter," June 1, 2018

"*Labor and Employment Alert: New York Enacts Sweeping Sexual Harassment Legislation*," April 17, 2018

"*Labor and Employment Alert: Austin, Texas, Adopts a Paid Sick Leave Law Covering All Employers*," February 27, 2018

"*Labor and Employment Alert: No More Tax Deduction for Certain Sexual Harassment Settlement Payments*," January 17, 2018

"Conducting Harassment Investigations With Outside Counsel," *Employment Law360*, January 5, 2018

"Will New Laws Change Your Employee Handbook?," *Texas Lawyer*, November 1, 2017

Professional and Community Activities

Houston Grand Opera, Trustee, 2013-15

Girls, Inc of Greater Houston, Advisory Board Member; Luncheon Co-Chair, 2015

Phillips Exeter Academy, Class Agent

Planned Parenthood Affiliates of Ohio PAC, Treasurer, 1997-2014

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

VORYS

JACKIE FORD

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Friends of the Homeless Board of Directors, 1997–2006

Southeast Mental Health Board of Directors, 2006-2008

Honors and Awards

The Best Lawyers in America, Employment Law - Management, 2012-2020

The Best Lawyers in America, Labor Law - Management, 2013-2020

The Best Lawyers in America, Employment Law - Individuals, 2013-2020

Ohio Lawyers Weekly Lawyers of the Year Award, 2003

Events

Inaugural eControl360 Summit to Address Growing Challenges for Brands in the Amazon Age

Houston Northwest Chamber of Commerce Lunch & Learn

The Ethics of Settlement

Lessons Learned from Harvey: Compassionate Compliance in Disaster Response

Lessons Learned from Harvey: Compassionate Compliance in Disaster Response

2018 Cincinnati Labor and Employment Update

What #MeToo Means For You: A Guide to Navigating Civility, Harassment, and Other Workplace Minefields

Sexual Harassment: What Companies Should Know in the #MeToo Era

25th Annual Texas Minority Counsel Program (TMCP)

In-House Essential Conference 2016

23rd Annual Texas Minority Counsel Program

2015 American Petroleum Labor Lawyers Association Annual Meeting

Association of Corporate Counsel Houston Chapter Meeting

Employee Privacy – Or the Lack of It – In the Digital Age

Crisis Preparedness for In-House Counsel

2012 OAPCS 6th Annual State Conference: “Crisis Management: Tips and tactics for Navigating Tumultuous Times”

Privilege. Privacy. Preservation. Managing Risks with Electronic Communications Seminar

JACKIE FORD

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

2011 Cincinnati Labor and Employment Law Update

Council for Ethical Leadership Roundtable Ethics Forum

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

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

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