



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. Her practice focuses on labor and employment issues, privacy, and online brand protection. She is the co-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. As part of the Vorys eControl team, Jackie counsels businesses on issues related to eCommerce and online brand protection. 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 on legal aspects of crisis management and communications.

One of Jackie's passions is creating and delivering effective, meaningful training programs designed to prevent workplace problems, foster dialogue, and help companies protect their brands. She is called upon dozens of times each year to provide educational programming on a broad range of topics, including internal investigations, social media, sexual harassment, workplace privacy, accommodating disabilities, and LGBT issues in the workplace.

Career highlights include:

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

Jackie is a frequent writer and commentator on a wide range of legal issues. Notable publications include an article in *Law360* concerning best practices in harassment investigations, an op-ed in the *Houston Chronicle* regarding political conversations in the office, 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 International Association of Privacy Professionals, and is a Certified Information Privacy Professional (CIPP).

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.

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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

"What Employers May Encounter As Employees Return to Work: A Q&A With Jackie Ford," *Texas Lawyer*, October 15, 2020

"DOL Expands the Retail and Service Establishment Overtime Exemption," May 21, 2020

"Working From Home: No Longer a Remote Possibility," *Texas Lawyer*, May 21, 2020

"Remote Work Increases Data Security Risks," April 13, 2020

"When Talking Politics at the Office Can and Can't Get You Fired," February 21, 2020

"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

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

Friends of the Homeless Board of Directors, 1997-2006

Southeast Mental Health Board of Directors, 2006-2008

Adjunct Professor, Moritz College of Law, The Ohio State University, teaching "Law of Cyberspace," Spring, 2021

VORYS

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Honors and Awards

The Best Lawyers in America, Employment Law - Management, 2012-2021

The Best Lawyers in America, Labor Law - Management, 2013-2021

The Best Lawyers in America, Employment Law - Individuals, 2013-2021

Ohio Lawyers Weekly Lawyers of the Year Award, 2003

Events

Vorys at Work: 2020 Conference

October 12, 2020

When Employees Resist Returning to Work and Other Pandemic-Related HR Challenges

October 1, 2020

Reopen for Business: Guidelines to Operating in a Pandemic Climate

April 30, 2020

Essentials of Business Law 2020

March 12, 2020

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

November 6, 2019

Houston Northwest Chamber of Commerce Lunch & Learn

October 25, 2018

The Ethics of Settlement

September 7, 2018

Lessons Learned from Harvey: Compassionate Compliance in Disaster Response

August 22, 2018

Lessons Learned from Harvey: Compassionate Compliance in Disaster Response

August 14, 2018

2018 Cincinnati Labor and Employment Update

April 26, 2018

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

April 19, 2018

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

February 7, 2018

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25th Annual Texas Minority Counsel Program (TMCP)
November 10, 2017

In-House Essential Conference 2016
October 13, 2016

23rd Annual Texas Minority Counsel Program
October 16, 2015

2015 American Petroleum Labor Lawyers Association Annual Meeting
October 1, 2015

Association of Corporate Counsel Houston Chapter Meeting
September 30, 2015

Employee Privacy – Or the Lack of It – In the Digital Age
September 8, 2015

Crisis Preparedness for In-House Counsel
April 24, 2014

2012 OAPCS 6th Annual State Conference: “Crisis Management: Tips and tactics for Navigating Tumultuous Times”
October 9, 2012

Privilege. Privacy. Preservation. Managing Risks with Electronic Communications Seminar
April 26, 2012

3rd Annual ANCOR Technology Leadership Summit: Technology Solutions for Tough Times
October 14, 2011

2011 Cincinnati Labor and Employment Law Update
April 7, 2011

Council for Ethical Leadership Roundtable Ethics Forum
May 13, 2010

Webinar: Can I get sued for what my employees blog about?
March 10, 2010

Take Five Breakfast Series: Social Networking and Related HR Issues for Businesses
February 23, 2010

Using Social Networks: How to Limit Liability and Increase Business Benefits
June 16, 2009