



## Julie Garabedian

ASSOCIATE

CHICAGO, IL

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### OVERVIEW

Julie guides clients through complex labor and employment issues—both in litigation and in everyday advising.

Julie divides her practice between employment litigation, workplace investigations, and preventative advice and counseling on employment matters. She represents clients in a diverse array of employment cases from the initial complaint all the way through settlement or resolution, most often handling allegations of discrimination, retaliation, and workplace harassment, along with wage and hour disputes. Julie's investigative work includes performing internal investigations for clients with concerns about workplace events. She also frequently counsels clients on various employment questions, assisting with the drafting of policies and handbooks, and helping companies avoid potential litigation in the future.

With a practice that encompasses roughly equal amounts of litigation and day-to-day counseling, Julie believes she's a better attorney because of her experience with both. Her experience as a litigator means that she always has an eye on what can go wrong, and she helps clients develop policies accordingly. At the same time, her focus on preventative counsel gives her an up-close view of clients' perspectives, frequently helping her reach a faster resolution to a dispute.

Known for the toughness and determination she demonstrated as a Division 1 track and field athlete and as an evening law student who worked full-time during the day, Julie gets client matters taken care of effectively. She particularly excels at quick, efficient resolutions, often resolving issues before they become full-blown

### Service

Labor & Employment

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litigation matters. Clients also appreciate her collaborative abilities and her listening skills: Julie is known for taking the time to understand exactly what clients need, and for offering customized solutions that fit their business needs.

## Education

- J.D., DePaul University College of Law
  - *cum laude*
  - CALI Award: Legal Analysis, Research & Communication III
  - *Journal of Sports Law*, Executive Editor, Staff Writer
- B.A., DePaul University
  - *summa cum laude*

## Admissions

- Illinois
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Central District of Illinois