



Judith Bevis Langevin

Attorney

Contact:

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Biography

Judy is a fierce advocate for and a devoted counselor to her clients. She has built a prominent career representing businesses in employment disputes for over 40 years. She provides advice and advocacy in a wide variety of employment law matters, including discrimination, sexual harassment, pre- and post-employment issues, and individual and group terminations. Judy also conducts investigations and provides manager and employee training. Prior to joining NJL, Judy founded and served as a principal in a firm that was consistently recognized as one of Minnesota's top-ranked employment law firms. Before entering private practice, she worked in public service, primarily at the St. Paul and Minnesota state human rights enforcement agencies. She frequently lectures and writes on employment law topics for both legal and business audiences and serves as a mediator of employment disputes.

Education

University of Minnesota Law School, J.D.

University of California Berkeley, B.A.

Bar Admissions

Minnesota State Courts

U.S. District Court for the District of Minnesota

U.S. District Court for the District of Colorado

U.S. Court of Appeals, 8th Circuit

Key Practice and Industry Experience

- Affirmative action
- Disability discrimination, reasonable accommodation, and wellness programs
- Discrimination defense
- Executive agreements and severance
- FLSA/Wage and Hour Issues
- Leaves of absence
- Mediation of employment disputes
- Non-competition, non-solicitation and confidentiality agreements and disputes
- Pre-hire testing and background checks
- Preventive employment counseling
- Whistleblower claims
- Workplace investigations

Key Industry Experience

- Manufacturing
- Technology
- Health Care
- Professional Service Firms
- Higher Education
- Nonprofits

Recognitions and Honors

- Named among The Best Lawyers in America®, 1993-2023
- Named among Best Lawyers Women of Influence®, 2017
- Selected for inclusion in Minnesota Super Lawyers®, 2005-2023
- JD Supra Readers' Choice Top Author Award, 2016, 2017
- Named among Minnesota's "Top 40 Employment Super Lawyers," 2006-2007
- Named Fellow of Litigation Counsel of America, 2015
- Named one of Minnesota's "Top 100 Female Super Lawyers," 2005-2009, 2013
- Named one of Minnesota's top employment and labor law attorneys by Chambers USA, 2003-2022
- Hennepin County Bar Association Diversity Award, 2010
- Minnesota Women Lawyers Myra Bradwell Award, 2004
- Minnesota State Bar Association's Professional Excellence Award, 1990
- Rated AV Preeminent by Martindale-Hubbell

Publications and Presentations

Select Publications

- Editor and author, Sexual Harassment: A Practical Guide to What Constitutes Unlawful Harassment, Minnesota Continuing Legal Education, May 2018
- Editor and author, Employment Law Navigator, June 2014 - July 2017
- "Summary Guide to Selected Employment Law Claims and Remedies in Minnesota and Surrounding States," Minnesota Continuing Legal Education, May 2015; revised and republished May 2018; revised and republished June 2021 "Looking at Angles of Liability After a Cyberattack," Insurance Law360 and EmploymentLaw360, January 2015, co-author
- "2014 EEOC Year in Review: Lots of Action, Mixed Results," Employment Law360, December 2014, co-author
- "Changes to Marriage Law in Minnesota," MBA News, September/October 2013, co-author
- "New Genetic Nondiscrimination Law Could Trip Up Employers," HR Specialist Minnesota Employment Law, February 2010, co-author
- "Follow 5 Steps to Make Sure New GINA Law Doesn't Trip You Up," Minnesota Employment Law, February 2010
- "Employment Lawyer: Advisor and Advocate" Inside the Minds: Leading Labor Lawyers, Aspatore Books, Inc., 2002 "Summary Guide to Sexual Harassment," Minnesota Continuing Legal Education - Employment Law Handbook, May 1996, revised and republished May 2010, revised and republished May 2018, revised and republished June 2021 "Sexual Harassment in the Workplace: Old Problem, New Awareness,"
- 1992 Supplement to The Guide to American Law, West Publishing Co., 1992
- "Sexual Harassment in the Workplace," Minnesota Methods of Practice, West Publishing Co., 1990
- "Labor and Employment Law," Minnesota Law Year, 1990
- "Labor and Employment Law," Minnesota Law Year, 1989
- "Sexual Harassment in Educational Institutions," Trial, June 1988
- "Drug and Alcohol Testing in the Workplace: The Employer's Perspective," William Mitchell Law Review, 1988
- "Sexual Harassment," Trial, December 1986
- "Wrongful Termination," Minnesota Lawyer, June 1986
- "If You're Charged With Discrimination," CitiBusiness, June 1986
- "Equal Employment Laws and How They Affect Your Business," co-author Donald Horton, published by Mason's Division of Butterworth's, November 1984

Select Presentations

- Upper Midwest Employment Law Institute
 - 2022 "Post-COVID Syndrome-Symptoms, Diagnosis, and Rehabilitation"
 - 2021 "Sexual Harassment - The Newest Developments"
 - 2020 "Sexual Harassment Policies and Complaint Procedures - Best Practices"

- “Sexual Harassment After #MeToo”
- 2019 “One on One with the Commissioner of Human Rights”
- 2018 “Sexual Harassment – New Case Decisions, New and Evolving Prevention and Response Strategies”
- “Paying the Cost When It’s the Boss – When the Alleged Harasser is a Senior Executive or Other Powerful Person”
- 2017 “How New Technology Creates New Employment Law Risks – and How You Need to Manage Both”
- 2016 “How New Technology Creates New Employment Law Risks – and How You Need to Manage Both”
- 2015 “An Overview of the World of Employment Law in an Age of Technology”
- “One on One With Commissioner Kevin Lindsey”
- 2014 “Employment Law Demystified: How Employment Laws Impact the Real World You Live In”
- “Diversity in Practice – How Are We Doing?”
- 2013 “The Minnesota Update”
- “Minnesota Department of Human Rights: Process and Priorities”
- “O Pioneers! A Conversation With Minnesota’s First Women Employment Lawyers”
- 2012 “Inside the Agencies: Charges, Investigations, Future Plans and More”
- “EEOC Update In-Depth – Insights on ADA Leave Complexities and Other Hot Topics”
- “30 Years of Harassment Law – The Critical Concepts and Nuances Every Employment Attorney Needs to Understand”
- 2011 “Responding to EEOC Investigations and Subpoenas”
- “The Game Changer – How the Use of Electronic Communication Creates New Risks for Employers”
- 2010 “Basic Employment Law and Practice”
- Other Seminars 2021 “Process Considerations for Successful Employment Law Mediations,”
- ADR Institute 2021
- 2021 “Reasonable Accommodation,” Employment Law A-Z Webcast
- 2020 “Employment Law in Practice” The New Lawyer Experience
- 2019 “Reasonable Accommodation,” Employment Law A-Z Webcast
- 2019 “Employment Law in Practice” The New Lawyer Experience
- 2018 “Paying the Cost When It’s the Boss,” Sexual Harassment
- 2018 MSBA Convention Panel Moderator: “Critical Conversations: How is the #MeToo Movement Changing the Legal Profession?”
- 2018 “Employment Law in Practice,” The New Lawyer Experience
- 2018 “#UsToo-Sexual Harassment in the Legal Profession,” Minnesota Women Lawyers
- 2018 “Balancing the Scales – Gender Equity in the Legal Profession,”
- 2017 “Employment Law in Practice,” The New Lawyer Experience
- 2016 “Portia in a Different Voice: Speculations on a Woman’s Lawyering Process”
- 2016 Chair, “Books About Women, Diversity and Bias”
- 2016 “Employment Law in Practice,” The New Lawyer Experience
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- 2012 “Gender Issues in the Legal Workplace”
- 2012 “Employment Law in Practice,” The New Lawyer Experience
- 2011 “Social Media in the Workplace,” Protecting Confidential and Proprietary Information in a Wired Workplace
- 2011 “Employment Law in Practice,” The New Lawyer Experience
- 2011 “Implicit Bias in the Courtroom,” Moderator of Video Presentations of Judge Bennett’s Presentation
- 2010 “Employment Law in Practice,” The New Lawyer Experience
- Other Seminars
 - 2021 “Process Considerations for Successful Employment Law Mediations,” ADR Institute 2021
 - 2021 “Reasonable Accommodation,” Employment Law A-Z Webcast
 - 2020 “Employment Law in Practice” The New Lawyer Experience

- 2019 “Reasonable Accommodation,” Employment Law A-Z Webcast
- 2019 “Employment Law in Practice” The New Lawyer Experience
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- 2011 “Employment Law in Practice,” The New Lawyer Experience
- 2011 “Implicit Bias in the Courtroom,” Moderator of Video Presentations of Judge Bennett’s Presentation
- 2010 “Employment Law in Practice,” The New Lawyer Experience
- American Bar Association
 - 2019 ABA Section of Dispute Resolution Spring Conference panelist
- Hennepin County Bar Association
 - 2018 Mediation Dos and Don’ts from The Mediator’s Point of View
- Theatre At Work
 - 1992-2013 Joint presentation on employment law issues to businesses, state and local government, and educational institutions.
- Southern Minnesota Area Human Resources Association
 - 2010 “Your Face Here” Diversity Presentation
- Strafford Publications
 - 2017 Employer Strategies for Responding to Employee Demand Letters: Legal, Strategic and Ethical Considerations (Webinar)

Professional Associations

- American Bar Association
 - Labor and Employment Law Section, 1997 - present
 - Women Advocates Section, 1997-2005
- Minnesota State Bar Association
 - Labor and Employment Law Section, 1981 - present
 - Executive Council, 1983-1988
 - Chair, Certification Subcommittee, 1986-87
 - Committee on Women in the Legal Profession, 1988 - 1993
 - Convention Delegate, 1988 - 1994
 - Colleague Program Advisor, 1993 - present
- Hennepin County Bar Association
 - Lawyer Referral and Information Service Committee, 1982 - 1986
 - Legal Advice Clinics Volunteer Attorney, 1982 - 1994
 - Labor and Employment Law Committee, 1985 - present (Co-Chair, 1985 - 1986, Chair, 1986-87)
 - Diversity Committee, 1993 - 2000
- Minnesota Management Attorneys Association
- University of Minnesota
 - Law Alumni Association, Executive Board, 1986 - 1990
 - Board of Visitors, 1986 - 1990

- Minnesota Women Lawyers
 - Advisory Board, 2000 - 2006
- Minnesota Supreme Court Gender Fairness Task Force Implementation Committee, 1991 - 1992
- St. Thomas University Business Advisory Board, 1993 - 1997
- Board Member, Twin Cities Diversity in Practice
- University of California Alumni Association, 1985 - present